

**2022 MINIMUM ANNUAL COMPENSATION
FULL TIME INSTALLED MINISTERS OF WORD AND SACRAMENT**

Salary	\$32,115.00
Housing Allowance (or free use of manse including utilities) <i>(Note: If given a housing allowance, it must be specified in writing and recorded in the minutes of the Congregational meeting that approves the terms of call each year.)</i>	\$9,948.64
Auto Reimbursement (This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal Allowable Rate)	Provided
Board of Pensions Pension & Disability Dues: Medical Dues: (Use BOP Dues Calculator at www.pensions.org)	Provided *Provided
Continuing Education and/or Book Reimbursement	\$1,125
It is recommended that this time be used creatively and with flexibility.	
Vacation:	4 weeks
Four (4) weeks is to be defined as, twenty-eight (28) calendar days, including four (4) Sundays	
Study Leave	2 weeks
Maternity Leave (with full pay) or Paternity Leave (with full pay)	2 months 1 month
Days off per week	1 day minimum
Moving (to the field) expense reimbursement	Provided
Triennial Boundary Training Expense	Provided

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per year's experience in the ministry (up to 10 years) should be added to the minimum salary adopted by Presbytery.

If ministers are provided with a manse in which to live, the churches to which such ministers are called are encouraged to establish an equity allowance for the minister.

In the seventh year of service, the congregation is expected to provide for a three-month Clergy/Educator Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for pulpit supply in the pastor's absence. Congregations unable to provide this leave shall consult with the Commission on Ministry.

The church may wish to include supplemental income to the Pastor for ½ of Social Security costs; the Pastor is responsible for paying 100% of this cost.

These figures do not include the cost of someone to fill the pulpit when the pastor is away, or the cost of Worker's Compensation insurance, or other similar expenses.

* "It is the ethical duty of the church, and therefore all churches are mandated to provide 100 percent of the cost of the major medical insurance premiums to cover Teaching Elders/Certified Christian educators and members of their families."

Updated 11/2021

PLEASE NOTE: AT THE NOVEMBER 2021 MEETING OF SALEM PRESBYTERY, THE PRESBYTERY APPROVED RECOMMENDING A 4% INCREASE IN COMPENSATION FOR ALL CALLED POSITIONS.