memorandum

to: Ministers Serving Churches / Session Moderators / Clerks of Session

from: Committee on Ministry

subject: Minimum Salary Requirements 2019-2021

date: July 22, 2019

In October 2009, presbytery adopted the following policy regarding minimum effective salaries for ministers serving in churches within Indian Nations Presbytery: **Minimum effective salary will be 80% of the churchwide median salary for all ministers (as determined by the Board of Pensions) from the previous calendar year.** Effective salary will be prorated for part-time positions.

**Presbytery set the following additional requirements for calls** (see notes below for exceptions)**:**

Full coverage under the Board of Pensions**\***

Professional Reimbursable Expenses $4,500

Vacation: One Month (30 calendar days), including 4 Sundays

Continuing Education: Two weeks, including 2 Sundays

**Minimum effective salary for 2019:** $46,400 (other compensation remains the same)

**Minimum effective salary for 2020:** $47,280 (other compensation remains the same)

**Minimum effective salary for 2021:** $48,640 (other compensation remains the same)

**Notes:**

* Minimum compensation figures are based on full-time service. Effective salary will be prorated for part-time positions.
* The Board of Pensions values provision of a manse at 30% of effective salary.
* Board of Pensions coverage is required for all installed persons and for all persons in temporary relationships working 30 hours or more per week.
* Professional expenses include travel and continuing education.
* Vacation is figured on calendar days, not "working days."
* The presbytery may grant an exception to minimum compensation requirements for a particular church, upon recommendation by the committee on ministry.
* Churches will receive prompt notification of changes to compensation due to changes in the churchwide median effective salary.

**For more information** regarding effective salary and Board of Pensions dues, please visit the Board of Pensions website: **www.pensions.org**. In addition print-ready information on effective salary and current dues schedule, the Board has a dues calculator to assist in budgeting.

\*Beginning January 1, 2015, presbytery requires medical coverage for the pastor’s spouse and dependents. When coverage is provided through The Board of Pensions, the church must pay at least 50% of spouse/dependent coverage.