



Minimum Salary Policy • Ministers of Word and Sacrament

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 \$4,000

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

Continuing Education: Two weeks, including 2 Sundays

Minimum effective salary for 2011: \$41,740 (other compensation remains the same)

Minimum effective salary for 2012: \$42,320 (other compensation remains the same)

Minimum effective salary for 2013: \$42,640 (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.

* Board of Pension dues are presently at 31.5%. Effective January 1, 2012, dues will be 32.25%; and effective January 1, 2013, dues will be 33%.