

# Presbytery of Monmouth

## Minimum Compensation Standards (effective January 01, 2018)

IAW G-3.0303c the Presbytery of Monmouth establishes the following Minimum Compensation Standards:

- Effective salary (ES) for full-time teaching elder positions will be 80% of the Board of Pensions national median ES. For 2018, the BoP national median ES is \$58,000, which yields a minimum ES of \$46,400.
- If a manse is included as part of ES, a fair market rental appraisal of the manse will be accomplished every three years by a realtor/appraiser who is not a member of the church.
- Part-time teaching elder positions will be compensated at \$23.00/contracted hour.
- Vacation minimum is 31 days, which includes 5 Sundays.
- Study Leave minimum is 2 weeks (14 days, including Sundays) for both full and part-time positions. Study Leave may accumulate over 3 years.
- Study Leave/Professional Expense minimum \$1,000 and may accumulate over 3 years. Study Leave/Professional Expense may be pro-rated for part-time positions.
- Automobile Reimbursement minimum is \$1,500. May be pro-rated for part-time positions.
- Automobile Reimbursement and Study Leave/Professional Expense may be combined for a minimum \$2,500 and may be pro-rated for part-time positions.
- Sick Leave/Disability Benefits: The congregation shall provide at least 12 days sick leave annually. Unused days may accumulate up to 90 days total. Ordinarily, earned-but-not-used sick leave is forfeited at employment termination without compensation. If a pastor remains disabled by illness or injury after exhausting all accumulated paid sick leave benefits, the pastor will also be entitled to the following:
  - 1) Disability benefits as a participating member of the Benefits Plan of PC(USA), which commence after 90 days of disability and equal 60% of the pastor's ES (BoP and Social Security combined) on the date disability began (contact the BoP area representative);
  - 2) Churches are responsible for their pastor's full compensation for the first 90 days of disability.
- Early Ministries Institute (EMI) tuition will be paid by the church.
- Annually, each congregation will submit to Committee on Ministry the Terms of Call specifying compensation and benefits for all teaching elders and associate teaching elders to confirm compliance with Presbytery Minimum Compensation Policy.
- Upon initial or annual renewal of a temporary pastoral contract, contracts will be submitted to Committee on Ministry by session for approval in accordance with G-2.0504b.
- Supply Honoraria:
  - 1) Honorariums will be paid at a minimum rate of \$175.00 plus travel for one worship service. For multiple worship services, payment for each additional service is a minimum of 50% of the fee for the first service (i.e. \$87.50).
  - 2) An honorarium of not less than \$75.00, plus appropriate mileage at current IRS rates, will be paid to teaching elder members of the Presbytery or elder members of the Committee on Ministry when serving as moderator of session or congregational meetings in the absence of an installed moderator.