

**2020 MINIMUM COMPENSATION CRITERIA FOR  
THE PRESBYTERY OF THE JAMES**

**I. THE PRINCIPLES FOR COMPENSATION FOR MINISTER OF THE WORD AND SACRAMENT AND CERTIFIED CHRISTIAN EDUCATORS ARE AS FOLLOWS:**

- A. Scripture, in several places, affirms that those who labor for the Gospel “deserve their wages” (*Luke 10:4-7; 1 Corinthians 9:14; 1 Timothy 5:17*).
- B. Ministers or Certified Christian Educators are skilled persons with great responsibility who have studied and trained extensively to fulfill their calling, as required by the church.
- C. Principles of justice and fairness are to be honored and emphasized. The compensation should appear reasonable, just, and fair to the leaders of the congregation, to a majority of the members of the congregation, to the Ministers or Certified Christian Educators, to their spouses, and to the Presbytery.
- D. Remuneration for services rendered by Ministers or Certified Christian Educators should be in line with the income levels of the area in which their ministry takes place.
- E. Minimum compensation is established as a way of defining the minimum value of a full-time call, requiring no more than entry-level skills of a newly ordained Minister or Associate Minister, or a newly certified Christian Educator. Additional skills, education, experience, responsibilities, etc., should be used to factor in additional compensation.
- F. For the peace, unity, and effectiveness of the church, general acceptance of this principle is recommended as Ministers or Certified Christian Educators work to fulfill the mission of the church (as defined in The Great Ends of the Church, *Book of Order* F-1.0304).

**II. THE MINIMUM REQUIRED ELEMENTS OF A CALL ARE:**

- A. Compensation
  - 1. Cash Salary
  - 2. Housing, Utilities, and Furnishings Allowance (ministers only) OR
  - 3. a. Utilities and Furnishings Allowance (ministers only) AND
    - b. Manse Rental Value, at least 30% of the sum of 1 and 3a (ministers only).
- B. Benefits
  - 1. Pension and Major Medical Dues (37% of salary + housing) [2019 percentage]
  - 2. Fifty percent of Self-Employment Tax (SECA)

3. Vacation
4. Study Leave

C. Professional Reimbursements

1. Auto/travel Expenses
2. Continuing Education and Book Expenses

**2020 MINIMUM REQUIRED AMOUNTS OF A CALL FOR  
MINISTERS OF THE WORD AND SACRAMENT AND CERTIFIED CHRISTIAN EDUCATORS**

The minimum full-time compensation (cash salary and housing) for 2020 is **\$46,600**, a 2.09% increase.

A. Compensation

1. Cash Salary
2. Housing, Utilities and Furnishings Allowance (ministers only) OR
3. a. Utilities and Furnishings Allowance (ministers only) AND  
b. Manse Rental Value, at least 30% of sum of 1 and 3a (ministers only).

<b>Subtotal</b>	<b><u>\$46,600</u></b>
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B. Benefits

- |   |                        |
|---|------------------------|
| 1. Dues [2019 percentages; 2020 percentages announced July 1]:<br>Pension (12%) + Major Medical (25%) = 37% of Subtotal | <b><u>\$17,242</u></b> |
| 2. Fifty percent of Self-Employment Tax (SECA), 7.65% of Subtotal   | <b><u>\$3,565</u></b>  |
| 3. Vacation, four weeks   |                        |
| 4. Study Leave, two weeks   |                        |
| <b>Total Compensation and Benefits</b>  | <b><u>\$67,407</u></b> |

C. Professional Reimbursements

- |   |                |
|---|----------------|
| 1. Auto/travel Expenses (at IRS rate)     |                |
| 2. Continuing Education and Book Expenses | <b>\$1,000</b> |

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To calculate Board of Pension Medical and Pension dues for part time persons, go to Pensions Connect on the Board of Pensions website: <https://logon.pensions.org/>

**2020 TERMS OF CALL WORKSHEET FOR CHURCHES WITH FULL-TIME MINISTERS OF THE WORD AND SACRAMENT AND CERTIFIED CHRISTIAN EDUCATORS**

A. Compensation

1. Cash Salary	\$_____
2. Housing, Utilities and Furnishings Allowance (ministers only) OR	\$_____
3.a. Utilities and Furnishings Allowance (ministers only) AND	\$_____
b. Manse Rental Value, at least 30% of sum of 1 and 3a (ministers only)	\$_____
<b>Subtotal (2020 Minimum: <u>\$46,600</u>)</b>	<b>\$_____</b>

B. Benefits

1. Pension and Major Medical Dues [2019], <b>37%</b> of Subtotal	\$_____
2. Fifty percent of Self-Employment Tax (SECA), 7.65% of Subtotal	\$_____
3. Vacation (four weeks minimum)	_____
4. Study Leave (two weeks minimum)	_____
<b>Total Compensation and Benefits</b>	<b>\$_____</b>

C. Professional Reimbursements

1. Auto/travel Expenses (at IRS rate)	\$_____
2. Continuing Education and Book Expenses (\$1,000 minimum)	\$_____
<b>Total</b>	<b>\$_____</b>