

Minimum Terms of Call – 2009  
 Presbytery of Missouri River Valley  
 2009 Full-Time Median Salaries

Median Salaries for 2009

Based on effective salary information reported to the Board of Pensions as of June 1, 2008, the full-time median salaries for 2009 are:

<i>Employment Classification</i>	<u>2009</u>	<u>2008</u>	<u>% Change</u>
<i>Pastors' Median *</i>	\$50,800	\$49,000	3.7%
<i>Exempt Lay Members</i>	\$37,600	\$36,300	3.6%
<i>Non-Exempt Lay Members</i>	\$27,600	\$26,800	3.0%

Pension credits, disability benefits and death benefits are calculated at the applicable median salary when the member's total annual effective salary is below the median salary for the member's employment classification. When making benefit determinations, the median salaries shown above are pro-rated for members working fewer than 35 hours a week.

**RECOMMENDATION: Based upon our Presbytery bylaws, the 2009 minimum Effective Salary will be \$40,640 (80% of Effective Salary). The minimum Continuing Education figure will be \$1,016 (2.5% of Minimum Effective Salary).**

**The 2009 minimum compensation for Commissioned Lay Pastors will be \$30,080 (80% of the Churchwide median for Exempt Lay Members). The minimum continuing Education figure will be \$752 (2.5% of the minimum compensation).**

Effective Salary (includes the items below)                      \$40,640

    Cash Salary

    Manse Value (if provided, which must be at least 30% of cash salary), and/or

    Housing and/or utility allowance

(If Social Security offset is over 50%, or other benefits such as a 403b or a section 125 plan are provided, those are included in the Effective Salary)

Full medical, pension, disability, and death benefit coverage through the Board of Pensions (or similar plan, if the minister is a member of another denomination)

Social Security offset that is under 50% is not included in the effective salary.

Professional reimbursable expenses:

    Travel expense at IRS rate

    Continuing Education reimbursement                      \$1,016

*(Note that these are reimbursable expenses. Vouchers and/or receipts should be presented to the church for reimbursement.)*

Paid vacation of four weeks annually

Paid Continuing Education leave of two weeks annually (cumulative up to six weeks)

Moving expenses

Please note that the recommended Cost of Living increase for 2008 is 4.9% (taken from June 2008 consumer price index). This is the minimum recommended without consideration for any merit raise.

Recommended honoraria for specific pastoral services, based upon our Presbytery bylaws:

Supply Preaching	\$147
Funeral	\$177
Pastoral Visit	\$30
Session Meeting	\$89
Wedding	\$177
Wedding Rehearsal	\$89