

## Presbytery of Missouri River Valley Minimum Compensation for 2023

Presbytery's policy requires COM to recommend minimum compensation at 80% of the Median Effective Salary established by the Board of Pensions for the previous year. In 2023, the MES is \$64,800 which reflects a 4.3% increase from 2022. The following recommended figures are based on that figure.

**For ministers in pastoral positions:** Minimum Effective Salary (includes the items below) **\$ 51,840**

- Cash Salary
- Manse Value (if provided, which must be at least 30% of cash salary), and/or
- Housing and/or utility allowance

(NOTE: If Social Security offset – SECA allowance – is more than an employee's share, or other benefits such as a 403b or a section 125 plan are provided, those are included in the Effective Salary. Social Security [Self-employment tax] offset that is not more than an employee's share is not included in the effective salary.)

Also required: Medical, pension, disability, and death benefit coverage through the Board of Pensions or similar plan if the minister is a member of another denomination. Dues for those working full-time are 39% of effective compensation (pension 8.5%, death & disability 1%, temporary disability 0.5%, medical 29%). For those working at least 20 hours a week but less than full-time, the cost to the employer is 10% of the effective salary. This requirement does not apply to those ministers who are honorably retired.

### Professional reimbursable expenses:

Note: Presbytery policy sets these figures at an established percentage of Minimum Effective Salary. Those percentages are given in parentheses.

- Travel expense at IRS rate
- Professional Development allowance (2.5%) **\$1,296**

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

- Paid vacation of four weeks annually (which includes four Sundays)
- Paid Professional Development leave of two weeks annually (which includes two Sundays) (cumulative up to six weeks)
- In addition, for any professional development event through the Omaha Presbyterian Seminary Foundation, the minister is to receive the time and registration cost of one event above and beyond the minimum terms for Professional Development.
- Moving expenses (one-time cost for new pastor)

### Minimum full-time salary for Commissioned Pastors (Ruling Elders) **\$41,472**

- Presbytery policy sets this at 80% of the minimum effective salary of pastors.
- Minimum professional development allowance (2.5%) **\$1037**

### Recommended honoraria for specific pastoral services by someone other than the church's own Pastor (percentages are of minimum effective salary) plus mileage at IRS rate:

- Supply preaching [in-person or virtual]: (.362%) **\$188** (plus mileage at IRS rate)
- Additional for multiple services: **\$50.00 per service** (plus mileage at IRS rate)
- Wedding: (.435%) **\$226** (plus mileage at IRS rate)
- Wedding rehearsal: (.22%) **\$114** (plus mileage at IRS rate)
- Funeral: (.435%) **\$226** (plus mileage at IRS rate)
- Home or hospital visit: (.073%) **\$38** (plus mileage at IRS rate)
- Moderate meetings [in-person or virtual]: Each meeting of Session or congregation (.22%) **\$114** (plus mileage at IRS rate)

\*The church's obligation is reduced by any amount paid by the family.

# Median effective salary

The Board uses salary information reported to it as of May 1 of each year to set *median effective salaries* for the next year. When a member's annual effective salary is less than the median, pension credits, disability benefits, and death benefits are calculated based on the applicable median salary.

Classification	Median effective salaries		% Change
	for 2023	for 2022	2023 vs. 2022
Ministers	\$64,800	\$62,100	4.3%
Employees	\$49,200	\$47,400	3.8%

The Board sets a median effective salary based on salary information for minister members of the Benefits Plan who are serving PC(USA) congregations. The congregational ministers' median effective salary applies to *all* minister members, whether they serve congregations or not, for purposes of calculating pension credits and benefits.

The Board also sets a median effective salary based on salary information for non-minister members enrolled for pension and/or death and disability coverage.

Median effective salaries are prorated for work schedules of less than 35 hours a week.