

Minimum Salary Standards for 2017

Approved by Trinity Presbytery October 18, 2016

For Clergy Living in a Manse

Base Salary	\$25,745
Manse / Housing Allowance (30%)	<u>11,034</u>
Effective Salary	\$36,779
BOP Benefits	15,193
SECA	2,814
Continuing Ed & Professional Expenses	4,000
Manse Equity Allowance	<u>400</u>
Total Minimum	\$59,186

Total Maximum \$236,744

For Clergy Not Living in a Manse and Certified Christian Educators

Effective Salary	\$36,779
BOP Benefits	15,193
SECA	2,814
Continued Ed & Professional Expenses	<u>4,000</u>
Total Minimum	\$58,786

Total Maximum \$235,144

- Board of Pensions Benefits Plan dues: **Congregations/PNC/Church Officers/Church Staff are encouraged to consult www.pensions.org to determine benefit costs as well as consulting with Trinity Presbytery staff.** SECA is 7.65% of Effective Salary.
- Continuing Education and Professional Expense include anything that falls within IRS guidelines for tax-exempt business expense reimbursements.

To the above, units of \$250 should be added for any of the following that apply

- one unit for each dependent child not in college
- two units for each dependent in college full time
- one unit for an earned doctorate
- one unit for each year in the current position

For Non-Certified Christian Educators, it is suggested that the minimums are adjusted as follows

- MA in Christian Education or other field: 5% less than above
- BA in Christian Education or other field: 10% less than above
- Associate's Degree or no degree 15% less than above

These minimum terms of call are for full time service, and include member and family benefits. A maximum salary standard is equal to four times the total minimum compensation package.