

## Minimum and Maximum Salary Standards for 2020

### For Clergy Living in a Manse

Cash Salary	\$ 30,780
Manse/Housing Valuation (30%)	\$ 9,234
<b>Effective Salary</b>	<b>\$ 40,014</b>
BOP Benefits	\$ 15,802
SECA	\$ 3,061
Continuing Ed & Professional Expenses Reimbursements	\$ 4,000
Manse Equity Allowance	\$ 400
<b>Total Minimum</b>	<b>\$ 63,277</b>
<b>Total Maximum</b>	<b>\$ 253,107</b>

### For Clergy Not Living in a Manse and Certified Christian Educators

<b>Effective Salary</b>	<b>\$ 40,014</b>
BOP Benefits	\$ 15,802
SECA	\$ 3,061
Continuing Ed & Professional Expenses	\$ 4,000
<b>Total Minimum</b>	<b>\$ 62,877</b>
<b>Total Maximum</b>	<b>\$ 251,507</b>

**4 Weeks vacation**  
**2 Weeks study leave**

**Green background indicates calculated cell**

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 (1) unit for each dependent child not in college
- Two (2) units for each dependent in college full time
- One (1) unit for an earned doctorate
- One (1) unit for each year in the current position

For Non-Certified Christian Educators, it is suggested that minimums be 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 degree or no degree: 15% less than above

These 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.