

2019 MINIMUM SALARY STANDARDS

For Clergy Living in a Manse

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

For Clergy Not Living in a Manse and Certified Christian Educators

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

4 Weeks vacation

2 Weeks study leave

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.