

**PRESBYTERY OF OHIO VALLEY**  
**2018 MINIMUM ANNUAL COMPENSATION STANDARDS**

Recommended by COM—August 15, 2017

Approved by Assembly—September 9, 2017

<b><i>2018 Standards</i></b>	<b>Without Manse: Cash Salary— includes Housing Allocation<sup>1</sup></b>	<b>With Manse: Cash Salary &amp; Manse Value at 30%<sup>2</sup></b>
<b>Salary For Ordained Clergy</b>	<b>\$46,440.00</b>	<b>\$35,723 &amp; \$10,717</b>
<b>Salary For CREs (75%)</b>	<b>\$34,830.00</b>	<b>\$26,792 &amp; \$ 8,038</b>

<sup>1</sup> Housing allowance must be determined in advance and the amount shown in the terms of call or other contract and recorded in the minutes of session or congregation.

<sup>2</sup>To calculate Cash Salary portion of a 30% Manse Value, divide Total Cash Salary including Manse amount (above example for ordained clergy being \$46,440.00) by 1.3 to get the Cash Salary portion.

Congregations are encouraged when possible to designate 7.65% of total effective salary as SECA offset.

#### PROFESSIONAL EXPENSES

The following amounts will be made available to the minister, for reimbursement of professional expenses through the presentation of vouchers.

- Vouchered Auto Mileage – Reimbursed at current IRS rate (Note: As of January 1, 2017, value is **53.5 cents/mi**)
- Continuing Education (cumulative over 3 years to sum of annual amounts)  
Minimum required for full-time pastor: **\$1200** (ordained clergy and CREs); however it is strongly recommended that up to **\$2,000** be offered to cover 2 weeks of tuition, room and board, travel.

#### VACATION, LEAVE, HOLIDAYS Accruals per year

- Vacation **One month including 4 Sundays**
- Sick **10 days** (cumulative up to 120 days; lost at end of employment)
- Study Leave **Two weeks including 2 Sundays** (cumulative to 6 weeks over 3 years)
- Holidays **New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and Two personal holidays**

#### BOARD OF PENSIONS (BOP) BENEFIT PLAN

Employing organizations will pay regularly in advance to the board responsible for benefits a sum equal to that requisite percent of effective salary (salary + housing or 30+% of salary, utilities, and any deferred compensation) which may be fixed by the General Assembly of the Presbyterian Church (USA) including pension, medical coverage, and death and disability benefits. **The total BOP totals 36.5% for a full time pastor (\$16,951) or Commissioned Ruling Elder (\$12,713).** [Note: for part-time pastors of 20 hrs or more, BOP contributions will vary between 31.5% and 50%.] For pastors working over 20 hours per week, who are not members of the Board of Pensions, a comparable amount will be paid to their denomination's plan or other mutually-agreed-upon retirement program.

#### OTHER MINIMIUM COMPENSATION

- Occasional pulpit supply – for approved *Teaching Elders, Commissioned Ruling Elders, Seminary Students, & Ruling Elders:*
  - Congregations of 100 members or more **\$150 plus mileage**
  - Congregations under 100 members **\$100 plus mileage**
  - Additional Services on same day **\$ 40**
- Moderating a session or congregation by invitation: **\$ 75 plus mileage**
- Wedding: **\$150 plus mileage**
- Funeral **\$125 plus mileage**