

2018
MINIMUM EFFECTIVE SALARY FOR PASTORAL STAFF
COMMITTEE ON MINISTRY
PRESBYTERY OF NORTHERN KANSAS

According to the *Book of Order*, G-3.0303 "Presbytery...has a particular responsibility to coordinate, guide, encourage, support, and resource the work of its congregations for the most effective witness to the broader community. In order to accomplish this responsibility, the presbytery has authority to establish minimum compensation requirements for pastoral calls ..."

TEACHING ELDERS:

The Minimum Effective Salary for Teaching Elders in the Presbytery of Northern Kansas shall be reviewed annually and consideration will be given to providing an increase in minimum effective salary based on the cost of living index.

Presbytery Minimum Effective Salary: \$46,226.40 (for full-time PC(USA) teaching elders, pro-rated for part-time teaching elders)

Churches are required to provide the Board of Pensions Pastor's Participation Plan (medical, pension, death and disability) for all Installed Teaching Elders serving congregations (at or above 20 hours per week) and their spouse/dependents. (*Book of Order* G-2.0804)

Churches shall provide the Board of Pensions Pastor's Participation Plan or shall pay 95% of the cost for employee coverage (medical, pension, death and disability) and 50% of the additional cost for spouse and family in the Board of Pensions Menu Plan for all other Clergy (Interim Pastors, Designated Pastors, Stated Supplies, Temporary Supplies, etc. – both PC(USA) and non-PC(USA) pastors) serving congregations at or above 20 hours per week. The Committee on Ministry will consider granting an exception if a written request for a waiver is accompanied by proof of equivalent medical insurance coverage provided by spouse's employer, the VA, military, etc.

Commissioned Ruling Elders:

Minimum Effective Salary for Commissioned Ruling Elders in the Presbytery of Northern Kansas will be 85% of the Minimum Effective Salary for Teaching Elders.

Presbytery Minimum Effective Salary: \$39,292.44 (for full-time CRE's, pro-rated for part-time CRE's)

Churches shall pay 95% of the cost for the employee coverage (medical, pension, death and disability) and 50% of the additional cost for spouse and family in the Board of Pensions Menu Plan for all Commissioned Ruling Elders serving congregations at or above 20 hours per week. The Committee on Ministry will consider granting an exception if a written request for a waiver is accompanied by proof of equivalent medical insurance coverage provided by spouse's employer, the VA, military, etc.

(Helpful Board of Pensions Info. on next page)

Helpful Board of Pensions Information:

The easiest way to review the options and/or figure Board of Pension's dues for Pensions/Medical benefits is to go to the Board of Pensions website, www.pensions.org and click on Benefits Connect.

Access to Benefits Connect is available to:

- *Plan Members who meet this criteria:*
 - *Your home or mailing address on file with the Board of Pensions is in the United States; and*
 - *You are actively participating in a Board-sponsored plan; or*
 - *You are receiving benefits as a retiree, disabled member, or surviving spouse of a deceased member.*
- *Students who are receiving benefit payments.*
- *Former spouses who are receiving benefit payments as the result of a Domestic Relations Order (DRO).*
- *Authorized employer representatives who represent an employer with a valid employer ID.*

If you have questions about eligibility or accessing Benefits Connect, please contact the Board of Pensions at 800-773-7752 (800-PRESPLAN).

Members

If you have a question, concern, or complex situation with the Benefits Plan that you are unable to resolve, contact the Member Services team. This team is focused on ensuring you receive excellent service tailored to your needs.

To contact Member Services

- *log on to Benefits Connect, or*
- *call 800-773-7752 (800-PRESPLAN) Monday through Friday, 8:30 a.m. to 5 p.m. ET.*

You may also use Benefits Connect to

- *review personal, dependent, benefits, and service information;*
- *view contact information;*
- *apply for the dental and supplemental death benefits coverage during the annual enrollment period; and*
- *estimate your pension benefits.*

Employers

If you have a question or concern about benefits selection, cost, or administration, contact the Employer Services team. This team advises and consults directly with employers.

To contact Employer Services

- *log on to Benefits Connect, or*
- *call 800-773-7752 (800-PRESPLAN) Monday through Friday, 8:30 a.m. to 5 p.m. ET.*

Employers may also use Benefits Connect to

- *submit changes to the organization's contact information; and*
- *review employees' salary and service information.*