

**2020**  
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: \$47,951.84 (for full-time PC(USA) teaching elders, pro-rated for part-time teaching elders) (1.7% anticipated cost of living increase over 2019 minimum of \$47,150.29)

**For Installed Teaching Elders** (at or above 20 hours per week)

Churches are required to provide 100% coverage under the Board of Pensions Pastor's Participation Plan (medical, including coverage for spouse/dependents), and 100% pension, death and disability. (*Book of Order* G-2.0804)

**For all other Clergy (Interim Pastors, Designated Pastors, Stated Supplies, Temporary Supplies** – both PC(USA) and non-PC(USA) pastors) (serving congregations at or above 20 hours per week)

Churches shall provide the Board of Pensions Pastor's Participation Plan (includes coverage for spouses/dependents) OR alternately, shall provide a dollar amount which is the greater of 25% of total effective salary or 25% of the minimum participation basis of the traditional plan (\$11,000 based on the \$44,000 minimum basis for 2020) for medical coverage of the employee's choice (Board of Pensions PPO plan, EPO Plan, Qualified HDHP, or other local option) for employee/spouse/dependents. (If the employee chooses a qualified high deductible plan, and if premium is less than this amount, the remainder may be put into a Health Savings Account.)

In addition, the church shall provide 100% of retirement pension, death and disability through the Board of Pensions.

The Commission 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.

**(over)**

**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: \$40,759.06 (for full-time CRE's, pro-rated for part-time CRE's)

Churches shall provide a dollar amount which is the greater of 25% of total effective salary or 25% of the minimum participation basis of the traditional plan (\$11,000 based on the \$44,000 minimum basis for 2020) for medical coverage of the employee's choice (Board of Pensions PPO plan, EPO Plan, Qualified HDHP or other local option) for employee/spouse/dependents. (If the employee chooses a qualified high deductible plan, and if premium is less than this amount, the remainder may be put into a Health Savings Account.)

In addition, the church shall provide 100% of retirement pension, death and disability through the Board of Pensions.

The Commission 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.