

Presbytery Minimum Salaries – 2015

	Full Time	3/4 Time	1/2 Time	1/4 Time	3/8 Time
Cash Salary	\$30,489	\$22,867	\$15,245	\$7,622	\$11,434
Housing Allowance (35%)	\$16,417	\$12,313	\$8,209	\$4,104	\$6,157
Effective Cash Salary	\$46,906	\$35,180	\$23,454	\$11,726	\$17,590
Pension/Medical Benefits (Individuals 35%)	\$16,417	\$13,882	\$12,474	\$11,295	\$11,771
Pension/Medical Benefits (Family 36.5%)	\$17,121	\$15,002	\$13,594	\$12,442	\$12,891
Travel Allowance (All church related travel vouchered & reimbursed @ current IRS rate per mile)	X	X	X	X	X
Study Leave	\$1,000	\$750	\$500	\$250	\$375
Study Leave Time (Total of 14 days; no more than 2 Sundays)	X	X	X	X	X
Vacation Time (Total of 31 days; no more than 4 Sundays)	X	X	X	X	X
Total Salary Package (Individuals)	\$64,323 <i>plus all church related travel</i>	\$49,812 <i>plus all church related travel</i>	\$36,428 <i>plus all church related travel</i>	\$23,271 <i>plus all church related travel</i>	\$29,736 <i>plus all church related travel</i>
Total Salary Package (Family)	\$65,027 <i>plus all church related travel</i>	\$50,932 <i>plus all church related travel</i>	\$37,548 <i>plus all church related travel</i>	\$24,418 <i>plus all church related travel</i>	\$30,856 <i>plus all church related travel</i>

- Churches whose BOP member is considered Full-Time are required to pay the full dues amount invoiced by the BOP – whether the member requires Member-only or Member + Family coverage in 2015. Churches whose BOP member is considered Part-time are required to pay the dues amount assigned to Member-only coverage and *can share some or all* of the 1.5 percent for members who require Member + Family coverage.

Work Modules

(A module is a morning, afternoon, evening – A module is 3 to 4 hours)

Full Time	3/4 Time	1/2 Time	1/4 Time
13 Modules / week	9 - 3/4 Modules / week	6 - 1/2 Modules / week	3 - 1/4 Modules / week

Suggested Modules for Full Time Pastors:

- 3 modules = Sermon Study and Preparation and Worship Service Preparation
- 1 Module = Sunday Morning
- 4 Modules = Crisis Calling (hospital/Home) and Home Calling
- 3 Modules = Session and Committee Meetings and Church Activities
- 1 Module = Administration/Correspondence/Bulletin
- 1 Module = Presbytery and Ecumenical Work