

PRESBYTERY of GENEVA MINIMUM SALARIES 2024

These figures represent a 4% COLA increase from the 2023 Minimums

As churches, when we call and contract with a pastor, the Book of Order (W-4.04045c) asks:

“Do we promise to pay [her/him] fairly and provide for [her/his] welfare as [she/he] works among us; to stand by [her/him] in trouble and share [her/his] joys?...”

Therefore our budgets and our compensation structure are moral documents and represent caring relationships.

	2024 Full Time*	2024 3/4 Time	2024 1/2 Time	2024 3/8 time	2024 1/4 time
A. EFFECTIVE SALARY					
Cash Salary	\$35,722 (65% of TES ¹)	\$26,792	\$17,861	\$13,396	\$8,931
Housing Allowance or Fair Rental Value of Manse	\$19,235 (35% of TES ¹)	\$14,426	\$9,618	\$7,213	\$4,809
TOTAL EFFECTIVE SALARY (TES)	\$54,957	\$41,218	\$27,479	\$20,609	\$13,740
B. ADDITIONAL PAID COMPENSATION					
Social Security Offset (SECA) = 7.65% of effective salary (required for installed positions, recommended for others)	\$4,204	\$3,153	\$2,102	\$1,577	\$1,051
Pension/Medical Benefits ² = 39% of effective salary (required for installed positions, recommended for others)	\$21,433	\$16,075	\$10,717	\$8,038	\$5,359
Travel Allowance (vouchered @ current IRS rate per mile) ³	All church- related travel	Same	Same	Same	Same
Study Leave	\$1,500	Same	Same	Same	Same

TOTAL ADDITIONAL PAID COMPENSATION Plus all church-related expenses ⁴	\$27,137	\$20,728	\$14,319	\$11,115	\$7,910
TOTAL SALARY PACKAGE (Effective Salary + Additional Paid Compensation + all church-related expenses)	\$82,095	\$61,946	\$41,798	\$31,724	\$21,650
C. ADDITIONAL BENEFITS					
PAID STUDY LEAVE TIME ⁵	2 weeks, including 2 Sundays	Same	Same	Same	Same
VACATION	31 days including 4 Sundays	Same	Same	Same	Same
PAID FAMILY LEAVE see revised Book of Order G-2.0804	12 weeks (policy forthcoming)	Same	Same	Same	Same

*** Work Hours per Week (Board of Pensions)**

Full Time	3/4 Time	1/2 Time	3/8 Time	1/4 Time
35	26.25	17.5	13.125	8.75

¹ Percentage allocated to salary and housing can be modified.

² Employers must provide installed pastors with the Board of Pensions (BOP) Pastor's Participation Benefits Package (on a non-contributory basis), regardless of the number of hours worked. Dues are invoiced by the BOP to the church.

Employers shall offer a combination of BOP benefits, including medical benefits, to any Minister of the Word and Sacrament who is not in an installed relationship with a church and to other employees. See the PCUSA BOP website (pensions.org) for more information.

³ The ceiling for travel expenses will vary according to the amount of travel required.

⁴ Church-related expenses are vouchered and reimbursed subject to budgetary ceilings determined by the session.

⁵ Study leave time may be accumulated for up to 3 years.