

2019 Salary Scale Guidelines

Salary scale guidelines for assisting churches and presbyteries in arriving at compensation packages for church planters in the initial phase of a mission work have been adopted annually for many years by the Committee on Home Missions and Church Extension. The Salary Scale reflects an earlier day when the Committee called men to church planting efforts and guaranteed their salary according to the Scale for a certain number of years.

In more recent times the Committee has stressed the fact that these are guidelines to serve as a starting point in arriving at an adequate salary package for those called to a church planting situation. The Committee is pleased that the Salary Scale has also been consulted by established churches in calling a pastor and in some instances evaluating annually the compensation for their pastor as well. While the approach to establishing the initial salary package for a church planter has changed, the Guidelines have continued to serve as an ongoing means to help determine beginning salary packages under our present policies for church planting.

In compiling a salary package in any instance (mission work or organized congregation), the ideal compensation package reflects the following:

1. Base Salary. The calling body should make adequate provision for the pastor and his family (factors include the size of the family, personal preferences, style of living, amount of debt, if any - such as car loans, education loans, etc.). The Committee suggests a base salary of \$36,970 for the first year of service following ordination. NOTE: This schedule reflects a 3% increase from last year.

<u>Years of Service</u>	<u>Base Salary</u>
1 st	\$36,970
2 nd	\$37,894
3 rd	\$38,841
4 th	\$39,812
5 th	\$40,808
6 th	\$41,828
7 th	\$42,874
8 th	\$43,945
9 th	\$45,044
10 th	\$46,170
11 th	\$47,324
12 th	\$48,508
13 th	\$49,720
14 th	\$50,963
15 th	\$52,237

2. *Housing considerations.* Consideration should be given to housing costs in the area, the ability of the pastor to rent or purchase adequate housing for his family, and personal preferences. When a realistic amount has been mutually arrived upon between the pastor and the congregation, the proper body should record that amount as "Housing Allowance" (in addition to salary) for tax purposes. This Housing Allowance shall include all utilities and other house-related items recognized by the IRS as being covered under the Allowance stipulation.

3. *Car allowance.* A car is an important part of a man's ministry. Providing for this cost depends upon several factors: condition of a car when a man is called to the field, type of car, and family circumstances that might substantiate having more than one car. In carrying out his ministerial tasks the pastor should be reimbursed at the IRS allowable rate.

4. *Hospitalization.* The congregation should pay the cost for medical/hospitalization premiums for the pastor and his family.

5. *Retirement Contribution.* The church should pay 10% of the pastor's salary (base salary and housing allowance) as a retirement contribution, with the strong suggestion that he participate in the OPC 403(b) Retirement Plan.

6. *Social Security.* The church should pay one-half of the pastor's Social Security premiums. For pastors not in the Social Security program, the church should pay one-half of the annual investment in an established investment or retirement income plan, this being on the same basis and in the same amount as though the pastor were in Social Security.

7. *Other considerations.* The calling body may also consider as part of the salary package items such as: arrangements to help in house purchase with a down payment if needed, disability insurance, and assistance in meeting Christian school tuition for children. The ability to implement any or all of the above suggestions is determined in part by the following:

a. *The congregation's ability to meet the initial terms of the call with reasonable projections for annual evaluations, including increases as needed and prudent.*

b. *In the case of mission works, financial aid from CHMCE, the presbytery and other possible outside sources as significant factors in determining the salary package. CHMCE support is premised on annual presbytery requests with a maximum commitment of four years.*