



Presbytery of Chicago

COMPENSATION GUIDELINES for CLERGY and CERTIFIED CHRISTIAN EDUCATORS for 2009

TO ALL PASTORS, CLERKS OF SESSION, CHURCH TREASURERS:

At its meeting on October 14, 2008, the Presbytery of Chicago approved minimum annual compensation amounts for ordained clergy. The minimum salary amount also applies to Certified Christian Educators.

Approved minimum honoraria amounts for pulpit supply and moderator duties that a session/congregation may occasionally need, are listed below. Enclosed is a paper prepared by the Committee on Ministry entitled "Guidelines for Determining Salaries – 2009," which contains useful information as congregations prepare budgets for the coming year.

MINIMUM AMOUNTS FOR COMPENSATION, VACATION, STUDY LEAVE, PULPIT SUPPLY AND MODERATOR SUPPLY FOR THE YEAR 2009 APPROVED BY PRESBYTERY ARE:

1. **SALARY/HOUSING** (effective salary) minimum for full time pastors/associate pastors: **\$41,797** (A 3% INCREASE OF \$1,217 OVER 2008). **PART TIME PASTORS/ASSOCIATES** should receive at least a proportionate amount of the full time minimum.
2. Full cost of participation in the **Pension, Death and Disability Plan and in the Major Medical Plan of the PC (USA)**: 31.5% for 2009. **NOTE: The minimum salary requirement for 2009 for participation in the Benefits Plan of PC(USA) is \$33,020.** Persons earning less than \$33,020 will be able to participate in the plan, based on the minimums outlined on page 3 of the attached document, only if they are serving in a part time pastor or temporary pastoral role (interim pastor, stated supply, or temporary supply) within a church. Questions regarding this should be directed to the Board of Pensions Regional Representative, the Reverend Douglas Kelly at 800-773-7752 x 7045.
3. **CONTINUING EDUCATION MINIMUM AMOUNT**: \$600 (NO CHANGE OVER 2008). It is recommended that the amount may be accumulated up to three (3) years with concurrence of the pastor(s) and session.
4. **TRAVEL ALLOWANCE**: Business miles to be reimbursed at current IRS rate up to a maximum determined by the congregation.
5. **STUDY LEAVE**: minimum of 2 weeks. It is recommended that the time may be accumulated up to three (3) years with concurrence of the pastor(s) and session.
6. **VACATION**: minimum of 4 full weeks, including Sundays.
7. **PULPIT SUPPLY**: minimum of \$100 for first service plus \$50 for each additional service per occasion and **reimbursement for mileage at the accepted IRS allowance.**
8. **MODERATOR SERVICE**: minimum of \$50 **plus reimbursement for mileage at the accepted IRS allowance per occasion.**

Pension, death and disability benefits dues remain at 12% of effective salary (NO CHANGE) and major medical benefits dues are set at 19.5% of effective salary (NO CHANGE). Minimum participation amounts, which will be required for some part-time positions, are based on a percentage of the **church-wide median salary**, which is **\$50,800** for 2009. Amounts due for part-time positions may be determined as outlined in the enclosed paper, "Guidelines for Determining Salaries – 2009."

IMPORTANT!!! It must be understood that non-clergy Certified Christian Educators may not claim housing as a deduction when filing Federal Income Tax. A reference to **Sabbatical Leave** consideration is addressed in Item G, Page 4 of the "Guidelines for Determining Salaries – 2009."

If you have questions call the Rev. Ginny Smith x1318 or Kitty Ridley x1315 at the Presbytery Office, (312) 243-8300.

COMMITTEE ON MINISTRY
THE REV. WILLIAM 'MIKE' YOUNGBLOOD, MODERATOR