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**PRESBYTERY of EASTERN VIRGINIA**



**GUIDELINES for FAIR  
COMPENSATION for  
INSTALLED PASTORS, COMMISSIONED  
RULING ELDERS and CERTIFIED  
CHRISTIAN EDUCATORS**

**2019**

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# MINISTERIAL and CHRISTIAN EDUCATORS COMPENSATION

A Plan and Guide for the Presbytery of Eastern Virginia

## INTRODUCTION AND GUIDING PRINCIPLES

These Guidelines for Fair Compensation are recommended to congregations and agencies of Presbytery in the hope that they will be able to compensate their ministers at the level recommended by the guidelines. This plan is formulated on the premise that the Total Annual Salary paid and/or furnished to a minister of the Word and Sacrament (minister) should appear reasonable, just, and fair to the leaders of a congregation, to many of the members of a congregation and to the minister. For the peace, unity and effectiveness of the church, general acceptance by all of these is essential as the minister and members work together to carry out the mission of the church. It is hoped that each congregation in the Presbytery, through its Session, will enter dialogue with their minister(s) so that the concerns of each can be aired and that fair compensation can be worked out. These guidelines are used whenever a pastoral call form, temporary relationship agreement, or interim pastoral covenant is negotiated. Minimum Compensation expectations and requirements, the Guidelines for Fair Compensation, and accompanying Worksheets for developing your ministerial compensation for 2019, along with a listing of Median Household Income for the various areas of Presbytery are included in this booklet.

**NOTE: The Guidelines for Fair Compensation are recommendations and ARE NOT TO BE CONFUSED with minimum compensations that are expected to be met by each congregation.**

Minimum expectations for salary, housing, etc., for 2019 and minimum requirements are listed on Page 4 and these minimums are expected to be met. **If they cannot be met, the Commission on Ministry is to meet with the Session to arrive at the best solution possible, emphasizing justice and fairness.**

## GENERAL INFORMATION

(Applicable to either meeting or exceeding the Minimum Compensation or the Guidelines for Fair Compensation)

### Designation for Housing, Utilities, Furnishings and Appurtenances

These designations are expected in each call depending on its category. The recommended amount is a percentage of the salary and is not in addition to the salary. Designations of this sort are of real help to ordained ministers in relationship to income taxes and are provided by the current regulations of the Internal Revenue Service. A minister may exclude a housing allowance up to an amount that is the lesser of his or her mortgage or rent payments, utilities, furnishings, insurance, property taxes, and other housing-related expenses, or the fair rental value of the home and its furnishings. The amount is designated annually by the session or employing organization in advance of payment as agreed upon by the Session and the minister and stated in dollars. This means that a minister need not report the actual amount spent, up to the amount of the designation, as income for income tax purposes although it does count for Social Security Self-employment Tax purposes. While proof does not need to be filed with the income tax return, receipts must be retained and made available if audited. If the call includes the use of a free manse but no utilities, then the minister may spend up to that amount on utilities, furnishings and appurtenances at the manse and not report it as income. If the call is for the use of a manse and the church pays for the utilities, then the minister may spend up to that amount for furnishings and appurtenances at the manse and not report it as income.

**Please note that in accordance with IRS guidelines that any housing allowance for the coming year must be approved in advance and for a specified amount.** A suggested procedure is that prior to the end of the current year the session approves, and include in the minutes, a designated housing allowance in the amount of \$X, XXX for 2019. At the Congregational Meeting when the changes in the Terms of Call are approved, there should be a statement to the effect that the pastor's compensation includes the housing allowance of \$X, XXX for 2019 as approved by the Session at their November/December 2018 meeting. Under no circumstances can a housing allowance be designated retroactively. Should the congregation change the amount, the new housing allowance is effective from the date of that meeting. The *Tax Guide for Ministers and Churches*, prepared by The Board of Pensions of the Presbyterian Church (U.S.A.), states in part that "ministers should be sure that the designation of a housing or parsonage allowance for the next year is on the agenda of the church (or church board) for one of its final meetings during the current year. The designation should be an official action, and it should be duly recorded in the minutes of the meeting. The IRS also recognizes designations included in employment contracts and budget line items-assuming in each case that the designation was appropriately adopted in advance by the church and supported by underlying documentation as to each minister's anticipated housing expenses. A housing allowance must be designated in advance. Retroactive designations of housing allowances are not effective. A housing allowance can be amended during the year if a minister's housing expenses are than expected. However, an amendment is only effective prospectively." Additional information can be found in Publication 17, *Your Federal Income Tax*, Publication 517, *Social Security and Other Information for the Members of the Clergy and Religious Workers*, or Tax Topic 417, *Earnings for Clergy*.

**NOTE: Amounts so designated may be excluded from income subject to income tax, but only to the extent actually used. Any designated amount not used is to be reported as income.**

Housing Loans: Any loans from the church to the pastor or associate pastor will be part of the pastoral call to include the dollar amount, interest, and repayment terms and will be approved by COM as part of the call. Should a loan be given after the initial call is approved it will be submitted to COM for approval.

Self Employment Contributions Act (SECA) (Social Security) Reimbursements

The entire amount of any allowance for the Self Employment Contributions Act (Social Security) is considered earned income and is taxable income. If the employing organization reimburses the member more than 50% of the minister's SECA tax obligation, the amount of the allowance estimated to be more than 50% must be included in the effective salary and that amount more than 50% is subject to Board of Pensions dues. This item is a salary supplement to cover the cost of Social Security Self-employment Tax. There will be a maximum tax and, therefore, a maximum ceiling on the Social Security Supplement. However, this is not normally published by the federal government until November. The maximum salary base for 2019 was \$118,550. A multiplier of 15.3% is used when the call is for 100% of the Social Security Self Employment Tax or 7.65% when the call states 50% Social Security.

Benefits Plan of the Board of Pensions

All ministers who serve in installed pastoral positions are required by the *Book of Order*, G-2.0804, to be enrolled in the benefits plan of the Presbyterian Church (U.S.A.). Terms of Call provide for full participation status and require the church to pay full dues (medical, pension, death and disability) for each installed minister. Sessions are referred to the PEVA BOP policy that was approved at the July 22, 2014 meeting. All full time installed ministers are to be enrolled in the comprehensive Pastors' Plan.

Ministers who serve in temporary pastoral positions or who serve in specialized ministry are not mandated by the *Book of Order* to be enrolled. To be eligible for enrollment, ministers in these positions must work at least 20 hours per week or 1,000 hours per year. If an eligible minister serving in such a position is enrolled in the plan, the church or employing organization may be required to pay full dues (medical, pension, death and disability). Churches should check with the Board of Pensions. Specialized ministries must be validated by the Commission on Ministry on behalf of the Presbytery.

Churches that have installed pastors in post-retirement situations pay Board of Pensions dues of 12% if employed for 20 hours or more per week.

For 2019, the dues will total 37% of the Effective Salary (medical = 25%, pension = 11%, death & disability = 1%). Dental coverage and retirement savings options are not available within the required dues structure. However, the pastor and church may agree on making optional coverage available as a salary supplement subject to the dues structure.

The pastors' median effective salary is calculated annually and applies to all minister members to determine pension credits, disability benefits, and death benefits when the minister's annual effective salary is below the median. The median salaries for all employment classifications are prorated when making benefit determinations for members working fewer than 35 hours per week.

For 2019, the minimum salary participation for Medical Plan dues is \$46,000. The maximum is \$124,000.

The minimum salary participation for pension and death and disability is \$14,000. The cap is \$260,000.

## MINIMUM COMPENSATION

### I. MINIMUM EXPECTATIONS FOR SALARY, HOUSING, ETC., FOR 2019

All Calls to full time ministerial services are expected to meet or exceed these minimums. The increase in the minimum salary for 2019 over the 2018 minimum salary based on a July 2018 Consumer Price Index (CPI) is 1.9%.

A. With No Manse or Utilities Furnished - the minimum Total Annual Cash Salary is \$45,482 including allowance for housing, utilities, furnishings, and appurtenances.

B. With Manse, No Utilities Furnished – the Total Annual Salary is a minimum Cash Salary including allowance for utilities, furnishings, and appurtenances of \$36,385 plus a minimum manse value of \$9,097 and total value of \$45,482.

C. With Manse and Utilities Furnished – the Total Annual Salary is a minimum Cash Salary including allowance for furnishings, and appurtenances of \$35,147 plus minimum manse value of \$9,097 plus utilities (minimum \$1,238) = \$45,482.

II. PROFESSIONAL REIMBURSEMENTS – not less than \$3,000. Professional reimbursements include full costs for substantiated professional expenses including use of automobile in performance of ministry at the IRS business rate.

III. CONTINUING EDUCATION – not less than \$ 1,000. Expenses related to continuing education (may be accumulated for up to 3 years)

IV. BENEFITS: Full participation in the Benefits Plan of the Presbyterian Church (U.S.A.) as determined by the Board of Pensions to include Pension, medical, death and disability. OPTIONAL BENEFITS may include:

- 1) Dental Insurance
- 2) Term Life Insurance
- 3) Retirement Savings Plan

These minimum expectations are normally based on the adjusted median family income for the least affluent city or county within the bounds Presbytery. The figure includes salary, housing and utilities or the value of housing and utilities that are provided by the church, and such portions of the Social Security Supplement that is not otherwise paid by the congregation.

### MINIMUM REQUIREMENTS FOR OTHER TERMS OF CALL FOR 2019

In addition to salary, housing, and utilities items, the following are minimum **required** terms:

- a. Full dues to the Benefits Plan of the Board of Pensions (37% of Effective Salary as defined by the Board of Pensions and in compliance with **PEVA policy** for Traditional Plan Participants).
- b. Salary supplement equal to 50% of the Social Security Self-employment Tax;
- c. Four weeks or one month paid vacation, including four Sundays;
- d. Professional Expense Reimbursement Plan - Presbytery has approved a minimum of \$3,000 for reimbursement of automobile expenses and other professional expenses when substantiated to the Church Treasurer or other person designated by the session.
- e. Continuing Education Expenses – Presbytery approved a minimum of \$1,000 for reimbursement of expenses related to continuing education (course cost, books, travel, lodging, etc.) at its stated meeting on October 28, 2008. Continuing education dollars may be accumulated for up to three years and any unused portion should not be deleted at the end of the budget year.
- f. Annual Study Leave of two weeks (accumulation of up to three years {6 weeks} authorized);
- g. Sabbatical leave of three months recommended to be taken during the seventh year of continuous service in accordance with Presbytery of Eastern Virginia policy.
- h. Minister's Sabbath, Parental Leave, and Holidays and Sick Leave in accordance with Presbytery policy.
- i. Annual review of the terms of call and covenant with an evaluation of the mutual achievement of mission goals by minister and session with serious consideration given to the current adjusted median family income.

NOTE 1: When optional benefits, reimbursed expenses, and other terms exceed the minimum requirements, the excess may be used to determine if the total annual salary meets the Minimum Expectations.

**COST TO THE CHURCH**

**A. Effective Salary**

- 1. Cash Salary (includes employee contributions to 403(b) plans, tax-sheltered annuity plans) (does not include A.2 amount) \$ \_\_\_\_\_
  
- 2. Housing, utilities, and/or furnishing allowances, as appropriate \$ \_\_\_\_\_
  
- 3. **TOTAL SALARY** (Lines 1 + 2) \$ \_\_\_\_\_
  
- 4. Bonuses, overtime pay, unvouchered professional expense allowances, gifts from employing Organization \$ \_\_\_\_\_
  
- 5 Other allowances: (Optional Medical/dental benefits \_\_\_\_\_)  
(SECA in excess of 50%) \_\_\_\_\_  
(Other \_\_\_\_\_) \$ \_\_\_\_\_
  
- 6. Manse amount (must be 30% of Lines 1-5 for members residing in employer-provided housing) \$ \_\_\_\_\_
  
- 7. **TOTAL EFFECTIVE SALARY** (Lines 3 – 6) \$ \_\_\_\_\_

**B. Pension Dues**

Dues are calculated by multiplying Total Effective Salary (Line 7) by 37% for 2019 \$ \_\_\_\_\_

**C. SECA (Social Security)**

Multiply total salary by 7.65% for 50% SECA supplement \$ \_\_\_\_\_

**D. Professional Expenses**

\$ \_\_\_\_\_

**E. Continuing Education Allowance**

\$ \_\_\_\_\_

**TOTAL COST TO THE CHURCH**

(Add A.7., B, C, D and E, if manse provided subtract Manse value – Line A.6.) \$ \_\_\_\_\_

NOTE: Any changes in the terms of call between 2018 and 2019 must be approved by Presbytery. The Session reviews the adequacy of compensation (G-2.0804) and reports it at the annual or special congregational meeting (G-1.0501). Changes in terms of call are approved by the congregation (G-1.0503) and forwarded to Presbytery for approval on the form supplied by the Presbytery office in November of each year.

**ALL CHANGES MUST BE REPORTED BY THE CHURCH TO THE BOARD OF PENSIONS ON FORM ENR-100, SERVICE/SALARY CHANGE TO ENSURE THAT A MINISTER RECEIVES PENSION CREDITS BASED ON CURRENT SALARY.**

**2019 CHANGES**

Medical dues are 25% for all fulltime members' full family coverage in 2019. Open season will be from October through December 2018 to opt in or out of the Board of Pensions full family coverage. Minimum participation basis will continue to be \$46,000. There is an increase in BOP dues at the minimum level. The maximum benefit of \$124,000 for full family coverage will remain the same.

**GUIDELINES FOR FAIR COMPENSATION OF MINISTERS**

Median Family Income as a Basis

It is intended that the Median Family Income for the areas within the Presbytery of Eastern Virginia be used for determining fair compensation of ministers. This means that one-half of the families of the area have a family income above this figure and one-half below this figure. After studying various options, it appears to be the fairest guideline in existence. However, most median incomes found are median household incomes. The base source for the Median Household Income figures in Annex A is the Web site for County-level Unemployment and Median Household Income for Virginia (2018). In most cases the median family income is slightly higher than the median household income. It is recommended that areas be searched to determine if they have a published median family income. The figures published in this booklet are for guidance. The Presbytery has urged its congregations to work toward raising their minister's compensation to that suggested in the Guidelines for Fair Compensation. The Median Household Income the metropolitan MFI for Hampton Roads (\$55,000) and can be used as the start point in meeting the fair compensation guidelines. This figure for total annual salary includes salary, housing, utilities or value of housing and utilities provided by the church, and such portions of the Social Security Supplement as is not otherwise paid by the congregation. Median Household Income figures are readily available but Median Family Income figures are difficult to find for all areas.

**NOTE: If the total annual salary is above the minimum compensation, it does NOT mean that it meets the Guidelines for Fair Compensation. To meet these guidelines, the total annual salary is to be calculated according the following guidelines.**

Total Annual Salary

This item is the salary to be paid to a minister and includes all housing and utilities whether furnished by the church or a part of the cash payment. To work out the amount of this total annual salary, refer to the following set of information and then fill in figures using the Worksheet No. 1 which follows.

A. Start with the BASE FIGURE, which should be the Median Household Income (Appendix A) or Median Family Income, if available for the area.

B. VARIABLES - These are the additions or subtractions to be used with the base figure. Some suggestions follow:

<u>Experience Factor</u>	<u>Add to the Base Figure</u>
Since Ordination serving in a Church Related Vocation	
0 - 2 years. ....	0%
3 years. ....	+ 2%
4 years. ....	+ 4%
5 years. ....	+ 6%
6 years. ....	+ 8%
7 years. ....	+ 10%
8 years. ....	+ 12%
9 years. ....	+ 14%
10 years. ....	+ 16%
11 years to 20 years (maximum), 1% per year additional up to a maximum of 26%.	

Size of Congregation (for pastors only)

(These are suggested ranges. They are intentionally overlapped to provide choice and to de-emphasize that the addition of one more member would automatically qualify for increased compensation.)

<u>Number of Members Served</u>	<u>Add to the Base Figure</u>
150-200. ....	\$ 75.00
200-300. ....	150.00
250-400. ....	250.00
350-500. ....	375.00
400-650. ....	500.00
550-800. ....	750.00
700-1,200. ....	1,000.00
1,000-1,500. ....	1,500.00

Special Requirements for Position

This includes a wide number of possibilities which should be considered at the time the position is developed. Below are two examples:

- (1) For a pastor serving a two or more-church field, add 3% to the Base Figure for each additional church served.
- (2) For a pastor serving in a position of new congregational development as designated by the New Church Development Committee, add 3% to the Base Figure.

Special Qualifications

This includes special talents expected of the pastor and the possibility that a degree beyond the basic theological degree should be considered for additional compensation.

Associate Pastors

For ministers serving as associate pastors, use 90% of the Base Figure with no adjustment for church size; plus, experience factors, special requirement factors, and special qualifications factors based on the Base Figure.

**FAIR COMPENSATION SALARY CALCULATIONS (MINISTERS)**

To Calculate TOTAL ANNUAL SALARY in Compliance with Guidelines for Fair Compensation

- 1. BASE FIGURE (Area Median Family Income)..... \$ \_\_\_\_\_  
(see Appendix A)
- 2. Experience Factor
  - a. Number of years since ordination \_\_\_\_\_
  - b. Per cent according to table \_\_\_\_\_ %
  - c. Multiply % in Line 2.b times Base Figure in Line 1..... \_\_\_\_\_
- 3. Add Lines 1 and 2.c.....\$ \_\_\_\_\_
- 4. Size of Congregation (pastors only)
  - a. Number of Members \_\_\_\_\_
  - b. Amount from Chart..... \_\_\_\_\_
- 5. Add Lines 3 and 4.b.....\$ \_\_\_\_\_
- 6. Special Requirements (list with figures)
  - a. \_\_\_\_\_ \$ \_\_\_\_\_
  - b. \_\_\_\_\_ \$ \_\_\_\_\_
  - c. \_\_\_\_\_ Total Line 6 \$ \_\_\_\_\_
- 7. Add Line 5 and Line 6.c..... \$ \_\_\_\_\_
- 8. Special Qualifications (List with figures)
  - a. \_\_\_\_\_ \$ \_\_\_\_\_
  - b. \_\_\_\_\_ \$ \_\_\_\_\_
  - c. \_\_\_\_\_ Total Line 8 \$ \_\_\_\_\_
- 9. Add Line 7 and Line 8.c.....\$ \_\_\_\_\_
- 10. FOR ASSOCIATE PASTORS ONLY
  - a. Multiply Line 1 by 90%.....\$ \_\_\_\_\_
  - b. Insert figure from Line 2.c..... \_\_\_\_\_
  - c. Insert figure from Line 6.c..... \_\_\_\_\_
  - d. Insert figure from Line 8.c..... \_\_\_\_\_
  - e. Add Lines 10.a, 10.b, 10.c, and 10.d.....\$ \_\_\_\_\_

NOTE: **For Pastors - Line 9 is the TOTAL ANNUAL SALARY**  
according to the Guidelines for Fair Compensation.

**For Associate Pastors - Line 10.e is the TOTAL ANNUAL SALARY**  
according to the Guidelines for Fair Compensation.

II. OPTIONAL BENEFITS (In addition to requirements concerning Benefits Plan dues,  
Social Security supplement, and one month's paid vacation.)  
Two weeks annual study leave with pay cumulative to six weeks maximum.

III. PROFESSIONAL EXPENSE REIMBURSEMENT AND CONTINUING EDUCATION

Reimbursement of Professional Expense **when substantiated** to the Church Treasurer or other person designated by the session, for automobile expenses, books, continuing education and other professional expenses agreed upon by minister and session. The minimum requirement is \$3,000 for professional expenses and \$1,000 for continuing education expenses.



**GUIDELINES FOR FAIR COMPENSATION FOR RULING ELDERS COMMISSIONED TO A PARTICULAR PASTORAL SERVICE**

A commissioned pastor (CP) is a ruling elder in the Presbyterian Church (U.S.A.) who is granted a local commission by the presbytery to lead worship, preach the gospel, watch over the people, and provide for their nurture and service. The CP shall be instructed in Bible, Reformed Theology and Sacraments, Presbyterian Polity, preaching, leading worship, pastoral care and teaching and shall be examined by the Commission on Ministry as to personal faith, motives for seeking the commission, and the areas of instruction previously mentioned. The commission shall be valid for a period of up to three years, shall be reviewed annually, and may be renewed or terminated at any time at the discretion of the presbytery. Compensation should be negotiated between the CRE and the Session and approved by the Commission on Ministry. The categories below are intended to be used as a tool to aid sessions in determining fair compensation for the commissioned ruling elder.

**COMMISSIONED PASTOR COVENANT**

**NAME OF CHURCH:** \_\_\_\_\_

**NAME OF CP:** \_\_\_\_\_ **SERVICE FROM** \_\_\_\_\_ **TO** \_\_\_\_\_

Review of this covenant prior to renewal or termination will be by the session and the Committee on Ministry.

This relationship may be terminated prior to expiration with \_\_\_\_\_ days notice by either party or the concurrence of the Committee on Ministry.

**RESPONSIBILITIES OF CP** (check those that apply to your situation)

- Lead Worship and preach \_\_\_\_\_ times each month
- Administer the Sacrament of the Lord's Supper (presbytery permission must be granted)
- Administer the Sacrament of Baptism (presbytery permission must be granted)
- Moderate session meetings under the supervision of and when invited by the moderator of the session appointed by the presbytery or when appointed by presbytery as moderator (presbytery permission must be granted)
- Perform marriages (state law must allow, and presbytery permission must be granted)
- Other duties \_\_\_\_\_

**TIME EXPECTATIONS** (per week) \_\_\_\_\_

**SPECIFIC DAYS IN MINISTRY** if applicable \_\_\_\_\_

**COMPENSATION** (as applicable):

**Cash salary** \_\_\_\_\_/hour, week, month (circle)

**Medical Coverage** \_\_\_\_\_

**Social Security withheld** \_\_\_\_\_

**Travel reimbursement** @ \_\_\_\_\_ cents/mile (IRS rate)

**Other ministry cost reimbursement** (telephone calls, etc.) \_\_\_\_\_

**Continuing education or book allowance** \_\_\_\_\_

**Other:** \_\_\_\_\_

**Housing arrangements in the community** \_\_\_\_\_

**Vacation Time** \_\_\_\_\_ **Continuing Education Time** \_\_\_\_\_

\_\_\_\_\_  
**Presbytery COM/Date**

\_\_\_\_\_  
**Moderator or Clerk of Session/Date**

**GUIDELINES FOR FAIR COMPENSATION FOR CERTIFIED CHRISTIAN EDUCATORS, CERTIFIED ASSOCIATE CHRISTIAN EDUCATORS, AND OTHER CHURCH EDUCATORS**

The *Book of Order*, G-2.1103b, requires that minimum compensation and benefits be established for Certified Christian Educators and Certified Associate Christian Educators during their term of service in an educational ministry under the jurisdiction of the presbytery.

A. **Certified Christian Educator** - Minimum compensation figures and benefits for full-time employment are established as indicated (part-time employment should be prorated):

- |   |          |
|---|----------|
| a. Salary   | \$45,482 |
| b. FICA (50%)   | 3,415.   |
| c. Professional expenses  | 2,500.   |
| d. Experience (Add 1% per year of full-time experience as a church educator up to 15%)  |          |
| e. Board of Pension Benefit Plan dues<br>or negotiated comparable benefits package  |          |
| f. Four weeks vacation  |          |
| g. Two weeks annual study leave   |          |
| h. It is recommended that the base salary be increased by 1% for each of the following complexities that apply to the position. |          |
| • Staff responsibility for more than one session committee.   |          |
| • Supervise day care or weekday program in addition to education program.   |          |
| • Congregation is bi-lingual, multi-racial.   |          |
| • Church is under Administrative Commission or other conflict situation.  |          |
- Count the number above that apply and multiply for 1% of base salary  
(.01 x number of factors above x minimum Add \$\_\_\_\_\_ )

B. **Certified Associate Christian Educator or Church Educator** - suggested compensation guidelines for establishing an educator's salary when employed on a full-time basis are outlined below using a starting point as 80% of the minimum salary of a certified Christian educator. The following worksheet will assist in determining an appropriate salary range for a church educator. This salary should be determined based on the duties performed and the skills of the person called to accomplish them. The committee may find it helpful to work through this form before the search using the minimum requirements for the minimum of the range and the maximum the church can pay for the maximum of the range. When the committee has decided whom it wishes to call, this may be helpful in determining the salary offered. It may also be used during the annual salary reviews to consider any new factors, years of experience, or progress toward certification.

In keeping with the *Church-wide Compensation Guidelines*, it is also appropriate to study the salary in relation to other staff and clergy compensation packages. For that reason, this format is based on the figure determined locally by the presbytery to be a minimum compensation for clergy. The committee's presbytery office can supply the most recent minimum salary figures.

Presbytery minimum salary \$\_\_\_\_\_ (suggested start point) (\$45,482 for 2019)

Determine 80% of minimum salary \$\_\_\_\_\_ (\$ 36,386)

Add 5% for a Certified Associate Christian Educator

Add 10% for Masters Degree in Christian Education.

Add 1% per year of full-time experience as a church educator up to 10 years (.01 x number of years x minimum)

It is recommended that the base salary be increased by 1% for each of the following complexities that apply to the position.

- Staff responsibility for more than one session committee.
- Supervise day care or weekday program in addition to education program.
- Congregation is bi-lingual, multi-racial.
- Church is under Administrative Commission or other conflict situation.

Count the number above that apply and multiply for 1% of base salary  
(.01 x number of factors above x minimum Add \$\_\_\_\_\_ )

**Annex A**

**MEDIAN HOUSEHOLD INCOME**

Presbytery Minimum Expectation.....	<b>\$45,482</b>
Presbytery of Eastern Virginia Median .....	\$55,000
Metropolitan Areas of North and South Hampton Roads.....	\$60,200
North Hampton Roads Metro Area (Newport News, Hampton, Gloucester Co., York Co., Williamsburg, James City Co.....	\$62,294
South Hampton Roads Metro Area (Norfolk, Portsmouth, Chesapeake, Suffolk, Isle of Wright and Virginia Beach) .....	\$59,000
Accomack County.....	\$39,000
Chesapeake.....	\$72,000
Franklin.....	\$52,400
Gloucester County.....	\$64,300
Hampton.....	\$50,300
Isle of Wight County.....	\$71,000
James City County.....	\$84,000
Newport News.....	\$50,100
Norfolk.....	\$45,800
Northampton County.....	\$39,300
Portsmouth.....	\$46,600
Suffolk.....	\$65,000
Virginia Beach.....	\$70,600
Williamsburg.....	\$49,200
York County.....	\$87,900

Source – Web site for County-level Unemployment and Median Household Income for Virginia (2017)

## Annex B

### PROFESSIONAL REIMBURSEMENT PLAN

At its Stated Meeting on October 24, 2017, the Presbytery of Eastern Virginia established a Professional Expense Reimbursement Plan for Automobile Expenses, Books, Continuing Education and other Professional Expenses with a minimum amount of \$3,000 annually.

Beginning with the 1989 Tax year, significant changes were made by the IRS regarding Employee Business Expenses. It affects both ministers called by churches and the church itself because ministers receiving salaries from the church are considered as Employees for Income Tax purposes. Because of these changes, the use of "allowances" for automobile, continuing education, books and any other professional expense are subject to being taxed as income with limited, if any, ability to deduct these expenses. Prior to 1989, the IRS permitted the allowance for automobile to be listed on Form 2106, and if the auto expenses were less than the allowance, only the difference was reported as income. If the allowance was less than the auto expenses, then the unreimbursed expenses could receive a limited deduction on Schedule A. However, beginning with the tax year 1989 that was no longer the case. If the minister now receives an automobile allowance and does not "substantiate" it to the church and pay back to the church any allowance received above the amount substantiated, then the entire allowance is taxable income, not considered a reimbursement for expenses, and should be reported as such by the church on the W-2 form and declared as income by the minister. All the above also applies to Professional Expenses such as Books, Magazines, Subscriptions, Continuing Education, Dues to Professional Organizations, purchase and maintenance of Clerical garments, etc.

The Church therefore should adopt a Professional Expense Reimbursement Plan. Reimbursement plans are not considered taxable income and are a "wash" as far as the tax system is concerned. To develop a Plan:

1. Separate the professional expense items and the continuing education account.
2. Determine in the plan what professional expenses are to be reimbursed by the church. At a minimum these should include automobile expenses, (was 54.5 cents per mile for 2018), books, tolls and parking fees for ministerial duties and should also include subscriptions, purchase and maintenance of clerical garments, gifts and cards to persons for professional reasons, and may include other professional expenses such as entertainment of church members, prospective church members, out-of-town speakers etc.
3. Include the requirement for minister(s) to substantiate expenses to the church and provide receipts for other than auto mileage. (NOTE: This does not relieve the minister from keeping an ongoing record of business mileage.)
4. Determine the annual amount to be used for continuing education. Minimum amount is \$1,000. This amount and the annual study leave may be accumulated for up to three years and does not have to be deleted at the end of the budget year.
5. Determine the maximum total dollar figure for this reimbursement plan. (NOTE: One fair way to determine this figure is for the minister to total these types of expenses for the previous year and adjust for any exceptional expenses for the current or past years such as a large continuing education cost.

As outlined above, **the professional expense reimbursement plan expense items and the continuing education amount are to be listed separately in the church budget** to account for the \$3,000.00 minimum professional expense amount and the \$1,000 minimum continuing education expense amount established by presbytery. In this manner the continuing education portion, if justified, may be carried over to the next year (accumulated for three years) and not be deleted as at the end of the budget year.

**NOTE: IT IS IMPORTANT THAT AN ACTUAL PLAN BE ADOPTED BY THE SESSION.**

## Appendix 1 to Annex B

### Accountable Reimbursement Plan for Professional Expenses

#### Guidelines for Ministers, Sessions, and Church Treasurers

##### Advantages of an Accountable Reimbursement Plan

- Individuals can report their business expenses to the church rather than to the IRS
- Persons who report their taxes as employees avoid the limitations on the deductibility of employee business expenses
- The *Deason* allocation rule is avoided (a rule that requires clergy to reduce their total business expenses by the percentage of their total compensation that relates to tax exempt housing)
- The “50% limitation” that applies to the deductibility of business meals and entertainment expenses is avoided.
- Avoid the limitations on the deductibility of business expenses in instances where the minister is not able to itemize deductions
- **Avoid** the limitation of being able to deduct business expenses on itemized tax returns only to the extent that these expenses exceed 2% of the minister’s adjusted gross income

##### How to Implement an Accountable Reimbursement Plan

Draft a written policy that includes the following:

- The maximum dollar amount that will be reimbursed on an annual basis
- A list of professional expenses which will be reimbursed by the church

The pastor should mutually agree upon all expenditure that are to be charged through this plan and the search committee/Session at the time that the call/changes in terms of call is negotiated

- Guidelines to be used by the employee for presenting an accounting of professional expenses to the church treasurer for reimbursement
- Guidelines to be used by the church treasurer in implementing the Accountable Reimbursement Plan

*(A sample plan is included at the end of the document.)*

##### The expenses listed below constitute the more commonly incurred expenses.

1. Automobile expenses for business mileage

**Note: The IRS Standard Mileage Rate for 2018 is .545 cents per mile.**

Reimbursements exceeding the approved IRS mileage rate must be reported as taxable income.

2. Parking fees and tolls incurred during ministerial duties
3. Continuing Education (tuition, room, board, and travel)
4. Professional books, journals, magazines, and newspapers
5. Dues to professional organizations
6. Meals and entertainment of out-of-town speakers who address groups at church
7. Meals and entertainment of prospective church members or church members when church business is discussed
8. Purchase and maintenance of clerical garments

##### Suggested Guidelines for the Reimbursement of Expenses for Church Employee

- The employee should furnish requests for reimbursements to the church treasurer within one hundred twenty days (or as agreed to in the plan) of having incurred the expense

Requests for reimbursement should be made as follows:

Automobile, tolls, and parking

Date

Place

Business purpose/relationship

Number of Miles and the dollar amount requested for reimbursement

Other professional expenses:

Date

Type of expense

Place

Business purpose/relationship

Cost

Receipts

Excess reimbursements received by the employee must be returned to the employer **within 120 days** of payment.

### **Guidelines for the Reimbursement of Expenses for Church Treasurers**

- Church treasurers should implement the reimbursement system based upon the mutually approved reimbursement plan
- The treasurer should ensure that requests for reimbursement of covered items are accompanied by sufficient documentation and are received within 120 days (or as agreed to in the plan) of the date that the expenses are incurred.

Minimum requirements as specified by the IRS include the following:

- a. Date
  - b. Time of day (in the case of business travel)
  - c. Place
  - d. Business purpose/relationship
  - e. Receipts
- The treasurer must charge the expenses against the Accountable Reimbursement Account, which has been set up by the church

**Note-** Reimbursement of professional expenses through the periodic reduction of the employee's salary is not permitted and will result in the plan being reclassified by the IRS as a non-accountable reimbursement plan.

- All overpayments of professional expenses must be returned to the church within 120 days. Overpayments, which are not returned to the church, should be included as taxable pay on the employee's W-2.

**Enclosure 1 to Appendix 1 to Annex B**

**Accountable Reimbursement Plan for Professional Expenses  
(Suggested)**

**Note: These are guidelines only and may be changed to reflect the needs of an individual church.**

The \_\_\_\_\_ Presbyterian Church establishes an **Accountable Reimbursement for Professional Expenses Plan** between The Reverend \_\_\_\_\_ and the \_\_\_\_\_ Presbyterian Church effective January 1, 2017 and is limited to the maximum of \$\_\_\_\_\_ annually.

Professional expenses to be reimbursed under this plan shall include the following categories and or items:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

The employee shall substantiate to the church treasurer all the above listed expenses within one hundred twenty days of incurring the expense. Expenses shall be documented as follows:

1. Automobile, tolls, and parking
  - a. Date
  - b. General time of day
  - c. Place
  - d. Business purpose/relationship
  - e. Number of Miles and the dollar amount requested for reimbursement
  
2. Other professional expenses:
  - a. Date
  - b. Type of expense
  - c. Place
  - d. Business purpose/relationship
  - e. Cost
  - f. Receipts

The church treasurer will, upon receipt of professional expenses with the appropriate documentation, reimburse the employee on a timely basis out of the church reimbursement account.

*It is not permissible for the employer to reimburse the employee for professional expenses by means of periodic salary deductions.*

All overpayments made to the employee shall be returned to the church within 120 days. Any amount remaining in the reimbursement account at the end of the year shall remain the property of the church.

It is understood that all amounts reimbursed to the employee under this plan are not considered to be income and will not be included on the employee's W-2 form.

\_\_\_\_\_  
(Clerk of Session's signature)

\_\_\_\_\_  
(employer's signature)

\_\_\_\_\_  
(date)

Annex C

At the 100<sup>th</sup> meeting of the Presbytery of Eastern Virginia, Franklin Presbyterian Church, July 22, 2014 the following policy concerning payment of Board of Pensions' dues was approved:

Recommendation to Presbytery: On the behalf of the Commission on Ministry, the Reverend Dr. **Michael T. Condrey** RECOMMENDS to the Presbytery the following:

Ministers (TE) (Ministers of the Word and Sacrament) who are called and installed in a Presbytery of Eastern Virginia (PEVA) congregation or ministry and TE's and Commissioned Ruling Elders (CRE) in temporary or validated ministries who participate in the Presbyterian Church, USA (PC, USA) Board of Pensions (BOP) Traditional Program shall subscribe to the following policy regarding the Traditional Program of the PC, USA. The Traditional Program provides a pension, medical insurance, and death and disability insurance.

1. PEVA requires all congregations with called and installed pastors (and employing organizations who participate in the Traditional Program, as well as temporary/contract pastors or CRE's who participate in the Traditional Program) to cover the full Traditional Program dues of 36.5% of effective salary. A congregation or employing organization may cover the member at 35% if....
  - i. A member is single with no dependents
  - ii. A member's spouse is covered by another policy
  - iii. Dependents are covered under the above policy (see ii.)
  - iv. The member is part of a clergy couple in which the congregations or employing organizations have negotiated appropriate and equitable coverage for the members and their family; including sharing the additional cost of dependent coverage. The COM recommends that the distribution of responsibility for the cost of the additional family coverage, be negotiated by the clergy couple based on their family's unique individual needs. The COM is available to advise clergy couples of various options for cost sharing between the church and the churches that the clergy couple serves.
  - v. If a church can prove and demonstrate a financial hardship in paying the 1.5% additional coverage, COM may grant an exemption to this requirement for a one-year period that may be renewed by request of the congregation. In this case the church may share the additional cost with the member or the member will be responsible for the additional cost of spouse/family coverage.
  - vi. If a congregation or organization already includes the Traditional Program of the Board of Pensions (pension, medical, death and disability) for lay employees, the church shall be subject to the same provisions as listed above, to be in compliance with the Board of Pensions' rules. **There is one exception. The lay employee may select on their own volition, to choose to be covered as a single employee, and not to have a spouse, partner, children or other dependent covered by the Traditional Program for medical insurance. In that instance the dues would be 35% of salary.** (The bolded paragraph no longer applies. All members' dues are 37%).

Motion made   X   Approved   X   Disapproved