

A. Minimum Salary Guidelines for 2020:

The PMT recommends to Presbytery to endorse the following recommended 2020 Minimum Salary Guidelines for Ministers of Word and Sacrament and Commissioned Ruling Elders within the Yellowstone Presbytery. These figures represent a 2% increase in minimum salaries for 2020 and are based on full time of a 40 hour work week. We acknowledge that Yellowstone Presbytery remains near the bottom for compensation for pastors serving in the Presbyterian Church (USA). The PMT recognizes concerns about the minimum standards since these figures do not compensate a pastor enough to live without financial stress.

Full-Time Pastor in 0-3 years of Ordained Ministry:

Cash \$36,000

Housing \$10,800 (The Board of Pension requires that the manse amount be at least 30% of all other effective salary items.)

Effective Salary \$46,800

Board of Pension dues (Medical/Retirement/Death/Disability) \$17,316

Continuing Education \$600 (cumulative to 3 years)

Travel - Vouchered at the current federal rate

Study Leave - 2 weeks (cumulative to 6 weeks) including 2 Sundays

Vacation - 4 weeks including 4 Sundays

Family Leave - Each church shall develop a Family Leave Policy

Full-Time Pastor in 4 or more years of Ordained Ministry:

Cash \$37,615

Housing \$11,285 (The Board of Pension requires that the manse amount be at least 30% of all other effective salary items.)

Effective Salary \$48,900

Board of Pension dues (Medical/Retirement/Death/Disability) \$18,093

Continuing Education \$600 (cumulative to 3 years)

Travel - Vouchered at the current federal rate

Study Leave - 2 weeks (cumulative to 6 weeks) including 2 Sundays

Vacation - 4 weeks including 4 Sundays

Family Leave - Each church shall develop a Family Leave Policy

Commissioned Ruling Elder (CRE)

The CRE salary is 75% of the Full-Time Pastor salary, pro-rated for part-time.