

Pastoral Ministry Team's recommendation for 2019 Minimum Salaries

These figures represent a 2% increase in minimum salaries for 2019 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 \$35,290

Housing \$10,587 (The Board of Pension requires that the manse amount be at least 30% of all other effective salary items.)

Effective Salary \$45,877

Board of Pension dues (Medical/Retirement/Death/Disability) \$16,975

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 \$36,875

Housing \$11,060 (The Board of Pension requires that the manse amount be at least 30% of all other effective salary items.)

Effective Salary \$47,945

Board of Pension dues (Medical/Retirement/Death/Disability) \$17,740

Continuing Education \$600.00 (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.