

Required Minimum 2022 Effective Salary for full-time, installed pastors provided with a manse:

- a. \$ 45,056 if utilities are paid by the pastor
- b. \$ 39,775 if utilities are paid by the church

Required Minimum 2021 Effective Salary for full-time, installed pastors provided with a housing allowance: \$ 56,375

Additional required terms of call for full-time pastoral relationships:

- Allowance of one-half of the pastors SECA tax obligation.
- Professional development must be at least \$1,000.
- Travel reimbursement must be an allowance of \$2,400 or federal per mile rate
- One-month vacation (to include four Sundays)
- Two weeks study leave (six weeks may be accumulated by arrangement)
- Full participation in Board of Pensions plan for medical insurance ("Pastors Participation," if needed) pension, and death/disability insurance.
- With respect to any full-time pastor who is not participating in Social Security, the church shall contribute the employer's portion of SECA to a retirement fund for that pastor.