

Resolution #21 - Clergy Compensation, Housing Allowance, Housing Equity

Subject: Clergy Compensation, Housing Allowance, Housing Equity

From: Finance Committee

WHEREAS, the Synod of 2002 recognized the importance of setting an adequate and comprehensive salary and benefits package for clergy, Directors of Christian education and full-time staff;

WHEREAS, the Synod of 1998 resolved that a committee (subsequently named the Compensation/Benefits Study Committee; in March 2004 changed name to HRAC) study, evaluate, and recommend to the PEC ways to bring these salaries and benefits in line with other protestant denominations;

WHEREAS, beginning in September 1998 (following synod), the committee has met regularly during the period. This committee has looked at and evaluated the clergy salary programs of several other denominations and has also studied similar and related occupations and jobs in the business world;

WHEREAS, the committee has determined that guidelines are needed for housing allowances paid to ministers who serve congregations or agencies that do not provide a parsonage. During its study, the committee recognized that actual housing costs may vary among ministers and that official church boards must have the freedom to designate housing allowances that are in line with a minister's actual costs. In so doing, an official church board may designate a housing allowance that is more than the minimum requirement with the stipulation that the sum of stated salary and housing allowance must equal or exceed the sum of a stated minimum salary and a stated minimum housing allowance; and

WHEREAS, during the period 2003-2006 great effort was made to bring our salaries into a rough parity with sister protestant denominations. Therefore, be it

RESOLVED, THAT the Southern Province adopt the minimum salary guidelines as shown on the following page for the years 2007 through 2010 for ordained personnel;

RESOLVED, THAT this compensation plan be seen as a minimum guide and wherever possible a congregation shall exceed the minimum;

RESOLVED, THAT in addition to the minimum compensation, the following shall be paid annually as allowances or benefits and replace this section in the current paragraph 853 Book of Order:

- a. A housing allowance of at least \$15,000, in addition to salary, will be provided annually for ministers who are not provided a parsonage.
- b. An equity allowance, for ministers living in parsonages, on behalf of the minister and vested in his/her name in the Provincial Housing Equity Plan administered by the Provincial Financial Board. The minimum annual amount

of the equity allowance shall be \$2,000 in 2007 and 2008, \$2,500 in 2009 and 2010.

- c. All reasonable parsonage utility expenses, either directly to the utility companies or to the minister through a utility allowance. The amount is to be based on past experience and is to be agreed upon by the responsible board of the congregation and the minister.
- d. Pension payments and health, dental, life, and disability insurance premiums in compliance with the plans as established by the province.
- e. A travel allowance based on the Internal Revenue Service's cents-per-mile formula. It is recommended that ministers be reimbursed upon submission of vouchers to the congregational treasurer.
- f. An amount for the minister's continuing education of at least \$500.
- g. Payments made to ordained ministers by the Clergy Pension Plan of the Southern Province may be designated as housing allowance by the Provincial Financial Board.

Congregations are strongly encouraged to consider merit raises as well as increases based on the Consumer Price Index at the end of June each year.

The board(s) of a congregation may establish other benefits, such as a Social Security allowance, as are deemed appropriate.

Calls issued to a minister by the Provincial Elders' Conference shall include a provision that each minister's salary will be reviewed by the local church board at least once a year with the intent of giving an increase in total compensation.

The Provincial Elders' Conference shall review all ministers' salaries annually and counsel with local boards in instances where salaries appear out of line. The Provincial Elders' Conference shall have the authority in special instances to adjust all salary requirements if agreed upon by the minister and the Responsible Boards of the congregation(s).

RESOLVED, THAT the current paragraph 853 Book of Order (Minimum Salary Scale for Ministers) be replaced with the 2007-2010 scale.

Approved by Finance Committee 4-20-06
Approved by Government Committee 4-21-06

Minimum Salary Guidelines					
2006	Years of Service	2007	2008	2009	2010
30,000	0	31,200	32,448	33,746	35,096

31,050	1	31,500	32,760	34,070	35,433
32,137	2	32,603	33,075	34,398	35,774
33,262	3	33,744	34,233	34,729	36,118
34,426	4	34,925	35,431	35,944	36,465
35,631	5	36,147	36,671	37,202	37,741
36,521	6	37,323	37,864	38,413	38,969
37,434	7	38,256	39,096	39,662	40,237
38,370	8	39,213	40,073	40,953	41,546
39,330	9	40,193	41,075	41,977	42,898
40,313	10	41,198	42,102	43,026	43,971
41,265	11	42,127	43,052	43,997	44,962
42,279	12	43,122	44,023	44,989	45,976
43,286	13	44,182	45,063	46,004	47,013
44,368	14	45,234	46,170	47,090	48,074
45,478	15	46,365	47,270	48,247	49,209
46,074	16	47,410	48,336	49,279	50,298
46,450	17	48,032	49,425	50,390	51,373
46,829	18	48,424	50,073	51,526	52,531
47,766	19	48,820	50,482	52,201	53,716
48,483	20	49,796	50,895	52,628	54,420
48,632	21	50,422	51,788	52,930	54,733
48,782	22	50,577	52,439	53,859	55,048
48,692	23	50,734	52,601	54,536	56,014
49,179	24	50,640	52,763	54,705	56,718
49,671	25	51,146	52,665	54,873	56,893
49,571	26	51,409	52,936	54,508	56,794
49,473	27	51,306	53,208	54,789	56,416
49,374	28	51,204	53,102	55,071	56,706

49,868	29	51,102	52,996	54,961	56,998
50,366	30	51,613	52,890	54,851	56,884
50,381	31	51,877	53,161	54,477	56,497
50,395	32	51,892	53,434	54,756	56,112
51,152	33	51,907	53,449	55,037	56,399
52,431	34	52,687	53,464	55,052	56,688
53,742	35	54,004	54,267	55,068	56,704
55,085	36	55,354	55,624	55,895	56,720
56,462	37	56,738	57,015	57,293	57,572
57,874	38	58,156	58,440	58,725	59,012
59,321	39	59,610	59,901	60,193	60,487
60,804	40	61,101	61,399	61,698	61,999