

Minimum Salary and Church Compensation Guidelines

Salary Guidelines To obtain comparative compensation data based on factors such as church size, budget and region, ER recommends that churches use ChurchSalary.com. (cost is approx. \$30 for one pastor or \$100 for multiple staff)

Minimum Salary Guidelines Minimum salary is set at the 75th percentile of the median compensation for each church as reported in ChurchSalary.com. The minimum salary is not meant to be a standard salary, but which indicates that to pay less is to stretch the pastor's sacrifice too far. With less than the minimum, the pastor is free to accept other employment or serve more than one church. This minimum cash salary is in addition to other allowances.

Love Gift The Elder Board may decide to provide a monetary gift and/or receive a special offering* as a love gift on behalf of the pastor to express appreciation for his/her service as appropriate. The brochure 50 Ways to bless your pastor is also available to provide to the congregation. <https://blessyourpastor.org/50creativeways/>

Christmas Bonus Churches may choose to express their appreciation to the pastor and staff through Christmas bonuses. These gifts should be added as taxable income to the W-2.

Severance If the pastor, Elder Board and Church Health Director agree that it is in the best interest of the church for the pastor to resign, the board may elect to provide severance pay. Consideration should be given to the pastoral agreement which may stipulate contractual obligations. Notwithstanding other circumstances, ER normally suggests up to 3 months' severance which includes any accrued unpaid vacation time. This agreement may also state that severance ceases upon the securing of full-time employment or if the pastor promotes disunity within the church body after his/her departure.

Retirement Love Gift Upon retirement, the Elder Board may elect to provide a monetary gift and/or receive a special offering* as a love gift on behalf of the pastor to express appreciation for his/her service. Though there are no standard "rules of thumb" for retirement gifts, we encourage churches to be generous (I Tim 5:18) while factoring in circumstances such as length of service, full time or part time status, size of church and budget, etc...

*** Note: Love gifts are considered taxable income and should be included in the pastor's W-2 if parishioners receive tax deductible credit for their contributions.**