

PASTORAL SUPPORT

1. SALARY AND UTILITIES

- a. Churches on minimum salary have this item determined by the vote of the Annual Conference. The scale for 1990 for salary and utilities is as follows:
- | | |
|---------------------------------------|----------|
| Ministers under full-time appointment | \$19,826 |
| Students | 12,887 |
- (Amount for utilities to be specified by Charge Conference)
- b. Churches not on minimum salary are asked to consider a cost-of-living increase (4%), or the percentage of increase in minimum salary (5.9%), or the rise in inflation (6.7%), or a merit increase for effective pastors.

2. TRAVEL

Your pastor can help determine this figure by his/her travel record. The Conference allows a deduction of \$2,400 in figuring apportionments. Those churches on minimum salary and student salary are expected to set at least \$1,800 as the travel figure.

3. HOSPITALIZATION INSURANCE

- a. Individual: charge pays \$114.46 per month (\$1,373.52 year)
pastor pays \$38.15 per month (\$457.80 year)
- b. Family: charge pays \$324.82 per month (\$3,897.84 year)
pastor pays \$108.27 per month (\$1,299.24 year)

4. LIFE INSURANCE

- a. Individual: charge pays \$11.00 per month (\$132.00 year)
- b. Family: charge pays \$11.50 per month (\$138.00 year)

5. PENSIONS

The formula for this is figured as follows:

Cash Income (salary and utilities)	\$ 37050
Subtract 10% (utilities)	- 3705
Net Amount	\$ 33345
Add 20% of Net Amount (housing)	+ 6669
Plan Compensation	\$ 40014
Charge Portion:	
Pension Plan (12% of Plan Compensation)	\$ 4801.68
Protection Plan (3.4% Plan Compensation)	\$ 919.36
	(Maximum of \$919.36)
Pastor Part:	
Pension Plan (3% Plan Compensation)	\$ 1200.42
Protection Plan (1% Plan Compensation)	\$ 270.40
	(Maximum of \$270.40)

6. CONTINUING EDUCATION

Every full-time pastor is required by the General Church to complete 8 units every 4 years in some type of approved continuing education. It is costly to go to training events (registration fees, room, board, etc.). Therefore, it is strongly recommended that each church include a budgeted item to assist the pastor in this continuing education.

