

MAUMEE VALLEY PRESBYTERY

MINIMUM SALARY REQUIREMENTS FOR 2024 & 2025

For Commissioned Ruling Elders (CRE) and Certified Christian Educators (CCE) SERVING CHURCHES

On November 15, 2022, the presbytery adopted the following policy regarding minimum effective salaries for Certified Ruling Elders (CRE) and Certified Christian Educators serving in churches within Maumee Valley Presbytery: **Minimum effective salary will be 85% of the Presbytery minimum salary for Ministers of Word and Sacrament.** (Note: Full details found on Minimum Terms of Call sheet for Ordained Ministers Serving Churches. The Minimum Effective Salary for Ministers is calculated by utilizing 80% of the churchwide median salary for all ministers, as determined by the Board of Pensions, from the previous calendar year. Based on these actions, we are able to project minimums through 2025, based on the Board's reported median minister effective salary numbers of \$67,100 for ministers for 2024, 80% of which is \$53,680.00.) The following are minimums for CREs and CCEs:

Minimum Effective Salary for 2024	85% of \$51,840.00 = \$44,064 (\$21.18/ hour for a 40 hour week)
Minimum Effective Salary for 2025	85% of \$53,680.00 = \$45,628 (\$21.94/ hour for a 40 hour week)

May be prorated for part-time contracts. Note: CREs are eligible for Housing allowances, which would be included in Effective Salary minimums above. Please consult with Leadership Commission.

Other Benefits:

Minister's Choice (through the Board of Pensions); may opt out because medical insurance is otherwise available to the person. They can opt into the Board of Pensions menu available to church employees.

Recommended Reimbursables (New reimbursable rates begin in 2024 –approved by MVP 5/16/23)

Professional Expenses (including Auto/Travel, Books, Cell, Technology, etc.) (Travel/Mileage calculated at IRS reimbursable rates)	\$4,000
Continuing Education reimbursables	\$1,500

Continuing education funds and time may be rolled over for up to 3 years

Vacation: 4 weeks, including 4 Sundays (not prorated for part-time contracts)

Continuing Education/Study Leave: 2 weeks, including 2 Sundays (not prorated for part-time contracts)

Notes:

- Minimum compensation figures are based on full-time service. Effective salary may be prorated for part-time positions.
- Reminder that these minimums are considered entry-level compensation.
- IF MANSE: Consult with Leadership Commission. The Board of Pensions values provision of a manse at 30% of the cash portion of effective salary.
- Each church is urged to log into Benefits Connect with your user number to calculate Total Effective Salary, or access Minister's Choice options or menu options through the Board of Pensions.
- The presbytery may grant an exception to minimum requirements for a particular church, upon recommendation by the Leadership Commission.
- Vacation and Con Ed time are not normally prorated for part-time positions.
- Reimbursables may be prorated, w/ consultation and approval of the Leadership Commission.
- Total effective Salary may not be the same as taxable salary reported to the IRS or to the Social Security administration, particularly surrounding housing allowances for CREs.
- Churches are strongly encouraged to consider adding Sabbatical Leave when negotiating terms of call. Please see the [Standing Rules/policies](#) regarding other standards, such as 12-week parent leave, medical leave, and dissolution minimums, which per the Book of Order are minimums both for called and installed and for temporary pastors, CREs, and certified educators.