

2019 Minimum Salaries and Pension Calculations

- Definitions of full time (100%), ¾ time, ½ time or ¼ time appointments are based exclusively on cash salary as reported on charge conference forms or Statements of Benefits
- Cash housing allowances or parsonage equivalents *are not* included in determining service time levels
- Cash housing allowances or parsonage equivalents (at 25% of cash salary) *are* included in calculating CRSP-DB pension credit and direct billing to local churches
- CRSP-DB billing rate is 11% of cash salary & housing/housing equivalent up to 2019 DAC **(\$71,361)**; CRSP-DC is 3% of cash salary & housing/housing equivalent; CPP is 3% of salary & housing/housing equivalent up to 2 times DAC; WOC incremental life insurance of \$50,000 for active clergy is \$18.25/month

Full Member (elder/deacon)	Benefits	2019 Minimum	2019 Maximum	2018 Minimum
Full-time appointment	CRSP-DB/DC, CPP, Life Insurance	\$41,720	N/A	\$40,900
¾ time	CRSP-DB/DC, CPP, Life Insurance	\$31,290	\$41,719	\$30,675
½ time	CRSP-DB/DC	\$20,860	\$31,289	\$20,450
¼ time	None	\$10,430	\$20,859	\$10,225

Provisional/Associate Member (elder/deacon)	Benefits	2019 Minimum	2019 Maximum	2018 Minimum
Full-time appointment	CRSP-DB/DC, CPP, Life Insurance	\$37,820	N/A	\$37,075
¾ time	CRSP-DB/DC, CPP, Life Insurance	\$28,365	\$37,819	\$27,806
½ time	CRSP-DB/DC	\$18,910	\$28,364	\$18,538
¼ time	None	\$9,455	\$18,909	\$9,269

Licensed Local Pastors- With Course of Study	Benefits	2019 Minimum	2019 Maximum	2018 Minimum
Full-time appointment	CRSP-DB/DC, CPP, Life Insurance	\$36,470	N/A	\$35,750
¾ time	CRSP-DB/DC	\$27,353	\$36,469	\$26,813
½ time	CRSP-DB/DC	\$18,235	\$27,352	\$17,875
¼ time	None	\$9,118	\$18,234	\$8,938

Licensed Local Pastors	Benefits	2019 Minimum	2019 Maximum	2018 Minimum
Full-time appointment	CRSP-DB/DC, CPP, Life Insurance	\$34,530	N/A	\$33,850
¾ time	CRSP-DB/DC	\$25,898	\$34,529	\$25,388
½ time	CRSP-DB/DC	\$17,265	\$25,897	\$16,925
¼ time	None	\$8,633	\$17,264	\$8,463