

2020 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 2020 DAC **(\$72,648)**; 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	2020 Minimum	2020 Maximum	2019 Minimum
Full-time appointment	CRSP-DB/DC, CPP, Life Insurance	\$42,550	N/A	\$41,720
¾ time	CRSP-DB/DC, CPP, Life Insurance	\$31,913	\$42,549	\$31,290
½ time	CRSP-DB/DC	\$21,275	\$31,912	\$20,860
¼ time	None	\$10,638	\$21,274	\$10,430

Provisional/Associate Member (elder/deacon)	Benefits	2020 Minimum	2020 Maximum	2019 Minimum
Full-time appointment	CRSP-DB/DC, CPP, Life Insurance	\$38,575	N/A	\$37,820
¾ time	CRSP-DB/DC, CPP, Life Insurance	\$28,931	\$38,574	\$28,365
½ time	CRSP-DB/DC	\$19,288	\$28,930	\$18,910
¼ time	None	\$9,644	\$19,287	\$9,455

Licensed Local Pastors- With Course of Study	Benefits	2020 Minimum	2020 Maximum	2019 Minimum
Full-time appointment	CRSP-DB/DC, CPP, Life Insurance	\$37,200	N/A	\$36,470
¾ time	CRSP-DB/DC	\$27,900	\$37,199	\$27,353
½ time	CRSP-DB/DC	\$18,600	\$27,899	\$18,235
¼ time	None	\$9,300	\$18,599	\$9,118

Licensed Local Pastors	Benefits	2020 Minimum	2020 Maximum	2019 Minimum
Full-time appointment	CRSP-DB/DC, CPP, Life Insurance	\$35,225	N/A	\$34,530
¾ time	CRSP-DB/DC	\$26,419	\$35,224	\$25,898
½ time	CRSP-DB/DC	\$17,613	\$26,418	\$17,265
¼ time	None	\$8,806	\$17,612	\$8,633