



News and Notes – 2021 Presbytery Information

2021 PER CAPITA APPORTIONMENTS – Based on 2019 membership statistics

	<u>2019</u>	<u>2020</u>	<u>2021</u>
General Assembly	8.95	8.95	8.98
Synod of Lakes and Prairies	5.40	5.50	5.50
John Knox Presbytery	<u>18.25</u>	<u>19.25</u>	<u>19.22</u>
Total Per Member	\$32.60	\$33.70	\$33.70

2021 SHARED MISSION PERCENTAGES APPROVED

	<u>2019</u>	<u>2020</u>	<u>2021</u>
General Assembly	20%	20%	20%
Synod of Lakes and Prairies	10%	10%	10%
John Knox Presbytery	70%	70%	70%

JKP 2021 MINIMUM COMPENSATION FOR PASTORS

- JKP Minimum Effective Salary \$45,600.00
- Continuing Education (vouchered) 600.00
- Business Travel Reimbursement (2020 IRS Allowable rate) – 57.5¢ per mile
- Annual Vacation – 4 weeks
- Annual Study Leave – 2 weeks
- Pastor’s Participation Plan Board of Pension dues:
 - Medical – 27% for called and installed pastors (minimum salary basis \$44,000.); other classifications of clergy and lay employees will vary by coverage-level, rates expressed in dollar
 - Retirement – 8.50% of effective salary (reduced by BOP effective 01/01/2021)
 - Death and Disability – 1% of effective salary (or 2.5% if selected as a stand-alone basis)
 - Temporary Disability - 0.5% (new for 2021)
 - Employee Assistance Program - Included
 - Retirement Savings Plan – voluntary contribution

- Called and Installed Teaching Elders must have full coverage in the Board of Pensions.
- Teaching Elders serving in contractual positions (Temporary Supply, Stated Supply) and lay employees will be given menu options.

Minister’s Choice Plan Board of Pensions dues (new for 2021) – 10% of effective salary for non-installed ministers working at least 20 hours. Plan includes Defined Pension Plan, Death and Disability, Temporary Disability, Employee Assistance Plan, and access to assistance and education programs (see BOP for more info).

- Medical (PPO, EPO, HDHP) can be offered in addition to Minister’s Choice Plan along with other benefits.
- Employers may still choose to enroll any minister who works at least 20 hours per week in the Pastor’s Participation Plan.

New Financial Protection Plans For 2021:

Temporary Disability Plan (included in the Pastor's Participation Plan and Minister's Choice Plan) - \$0.45 per \$10 of weekly salary when offered outside of the benefit plans with the employer or member paying the full cost.

Long-Term Disability Plan (included in the Death and Disability Plan) - \$0.35 per \$100 of monthly salary when offered outside of the benefit plans. Employer pays the full cost.

Expanded Term Life Plan – 20 cents per month per employee for each \$1,000 of coverage. Employer pays the full cost.

JKP 2022 Minimum Effective Salary - \$45,900.00

CLERGY HOUSING ALLOWANCE ANNOUNCEMENT – 03/15/2019

We know that many of you have been anxiously awaiting notification on the lawsuit challenging the constitutionality of the Housing Allowance paid to ministers. We have received word that it was announced on Friday that the suit was overturned by a federal judge, meaning that housing allowances are STILL permitted according to law. Sessions and employers may return to their practice of designating portions of compensation to be used for housing purposes. Attached is the link to the article <https://www.jsonline.com/story/news/religion/2019/03/15/freedom-religion-foundation-loses-court-fight-over-pastor-housing/3179142002/>

2021 PRESBYTERY MEETINGS