



## News and Notes – 2024 Presbytery Information

### **2024 PER CAPITA APPORTIONMENTS – Based on 2022 membership statistics**

	<b><u>2022</u></b>	<b><u>2023</u></b>	<b><u>2024</u></b>
General Assembly	\$8.98	\$9.85	\$9.80
Synod of Lakes and Prairies	5.50	5.50	5.50
John Knox Presbytery	<u>19.22</u>	<u>19.80</u>	<u>21.00</u>
<b>Total Per Member</b>	\$33.70	\$35.15	\$36.30

### **2024 SHARED MISSION PERCENTAGES APPROVED**

	<b><u>2022</u></b>	<b><u>2023</u></b>	<b><u>2024</u></b>
General Assembly	20%	20%	20%
Synod of Lakes and Prairies	10%	10%	10%
John Knox Presbytery	70%	70%	70%

### **PULPIT SUPPLY & MODERATOR EXPENSE INFORMATION**

Pulpit Supply - Presbytery has recommended an honorarium of \$125.00 for a worship service, plus IRS allowable rate for mileage. For a larger parish (yoked churches or two services) a fair figure needs to be agreed upon.

Moderator Expense - Presbytery has established a minimum of \$25 per meeting plus mileage at the IRS allowable reimbursement rate.

### **JKP 2024 MINIMUM COMPENSATION FOR PASTORS**

JKP Minimum Effective Salary	\$55,080.00
Business Travel Reimbursement (IRS allowable rate) –	67.0 ¢ per mile
Annual Vacation – 4 weeks	
Annual Study Leave – 2 weeks	
Parental/Family Leave – 12 weeks	
Continuing Education (vouchered)	\$600.00
Employers portion of SECA as a set aside allowance	7.65% of effective salary
Pastor's Participation Plan Board of Pension dues:	
Medical – 29% for called and installed pastors (Min. dues \$12,500; Max. dues \$36,000); other classifications of clergy and lay employees will vary by coverage- level, rates expressed in dollars	
Retirement – 8.50% of effective salary	
Death and Disability – 1% of effective salary (or 2.5% if selected as a stand-alone basis)	
Temporary Disability - 0.5%	
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 – 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.

#### Financial Protection Programs

Death & Disability Plan (included in the Pastor's Participation Plan and Minister's Choice Plan) – 1% of the effective salary if offered with a Defined Benefit Pension Plan or 2.5% percent of effective salary if offered without the Pension Plan. Employer pays full cost. Available to employees working at least 20 hours per week. Includes a long-term disability benefit.

Term Life Plan - Cost is 20 cents per month per employee for each \$1,000 of coverage. Employers pay the full cost of term life coverage. Available to employees working at least 20 hours per week who are not enrolled in the Death & Disability Plan.

Temporary Disability Plan (included in the Pastor's Participation Plan and Minister's Choice Plan) – \$0.45 per \$10.00 of weekly salary. Either the employer or employee pays the full cost. Available to employees working at least 20 hours per week.

Long-Term Disability Plan - \$0.35 per \$100 of monthly salary when offered outside of the benefit plans. Employer pays the full cost. Available to employees working at least 20 hours per week who are not enrolled in the Death & Disability Plan.

**JKP 2025 Minimum Effective Salary - \$57,035.00**

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#### **2024 PRESBYTERY MEETINGS**

Saturday, February 17, 2024 – Zoom

Tuesday, May 21, 2024 – Hybrid – Location to be determined

Saturday, August, 17, 2024 - Hybrid – Location to be determined

Tuesday, November 19, 2024 - Hybrid – Location to be determined