

### POLICY ON SALARY SUPPLEMENT

Salary Supplement, Emergency Relief, and Professional Development Funds are all paid from the Salary Supplement Fund which is comprised of the voluntary contributions of minister members and churches of the Presbytery of Long Island. The administration and award of these funds are the responsibility of the Committee on Ministry. Here, the Committee on Ministry presents a process and guidelines by which these funds may best be utilized.

Salary Supplement represents the connectional nature of the Presbyterian Church (U.S.A.). It is the ministry of one church in the Presbytery supporting the pastoral ministry of another. It says, too, that the financial health of our pastors is as important as comfortable buildings and attractive grounds. Pastors must be paid at not less than the minimum standards for compensation and benefits as set annually by the Presbytery. It must be emphasized, however, that the intention here is to be of assistance to the local church in just this particular area of its budget. It recognizes the necessity of pastoral ministry in and for the particular church and centers its attention more on the church than on individual pastors. Hence Salary Supplement is offered, first, as a way to preserve and strengthen a ministry in a community, and, second, to help the church through its pastor to maintain that ministry.

Any church unable to meet the minimum compensation set by the Presbytery may apply for Salary Supplement funds. In awarding grants priority will be given to congregations demonstrating active and vital ministry and presenting a plan for future financial stability. The application should be in writing by stating a rationale and by completing the Committee on Ministry's application (D.04.02).

Upon receipt of the application for Salary Supplement, the Committee on Ministry shall consult with the pastor and at least two (2) elders, and after due consideration of the financial status of the pastor and of the church, the Committee may vote to grant funds to the church for the exclusive purpose of supplementing the salary of the pastor.

Ordinarily, the Salary Supplement grant should not exceed 20% of the minimum cash salary plus manse or housing allowance and tax-deferred investment set by the Presbytery the first year, 15% the second year, and 10% the third year. (The actual amount that may be granted will depend on the balance on hand in the Salary Supplement Fund and other claims thereon at the time of the application.)

The amount granted from the Salary Supplement Fund shall cover the calendar year of its approval. The grant will be paid to the church and the church shall be responsible for paying the pastor. If the call of the pastor is terminated before the end of the year, any unused portion of the grant shall be returned to the Salary Supplement Fund.

Supplements must be applied for and reviewed annually.