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Executive Presbyter: The Rev. Beth Buckwalter-Miller
Stated Clerk: The Rev. Pamela Prouty
Associate for Administration: Karen Lange

Date: August 6, 2024
To: Clerks of Session and Moderators
From: Pamela R. Prouty, Stated Clerk
Re: 2025 Compensation Policy and the Board of Pensions

The Board of Pensions is changing their medical plan for 2025. Ken Green, our Board of Pensions church consultant, was in the presbytery on June 6 sharing with clerks of session, moderators and Commission on Leadership (COL) members about the new plan. More information can be obtained about the plan at the Board of Pensions' website www.pensions.org. Also, COL Co-chair Michael Hartwell, Executive Presbyter Beth Buckwalter-Miller or COL Member David Lick are willing to answer questions. Please review the options carefully for your pastoral leader.

On August 1, COL took the following action:

If the Board of Pensions Medical Plan is not currently covering children and/or spouse, the 2025 Board of Pensions dues will be 16% of pastor's Effective Salary for 2025. (This is known as the Congregational Pastors Package.) If children and/or spouse are currently covered by the Board of Pensions Medical Plan, the Commission on Leadership highly recommends that the church use the Transitional Plan for 2025, the 2025 Board of Pensions dues will be 33% of the pastor's Effective Salary for 2025.

The exception: If the pastor's spouse and/or children can be covered by an alternative employee medical plan that has no additional cost to the family, and the coverage is equivalent to the Board of Pension's plan, the church may choose the Congregational Pastor's Package (16% of the pastor's Effective Salary for 2025).

COL recommends that any pastoral leader, such as Commissioned Ruling Elder or Stated Supply Pastor, who works a minimum of 20 hours a week be offered one of the above plans.