



November 14, 2019

Subject: Pastors Compensation for US Pastors

Dear Local Church Treasurer and Finance & Stewardship Committee,

In a meeting of the North America Ministries Board on November 6, 2019, a 2.5 percent cost of living increase was approved for US pastors effective January 1, 2020. The timing of this increase will align with the recent adjustment of the fiscal year to January 1 - December 31.

The following is a breakdown of the approved increase:

Base Compensation	6/1/2019 - 12/31/2019	1/1/2020 - 12/31/2020
Weekly	\$1,237.22	1,268.15
Monthly	\$5,363.03	5,497.11
Yearly	\$64,349.50	65,958.24

In keeping with the financial guidelines approved by the International Assembly, 10% of all tithes paid into the local church is to be sent to the International Office. Of the remaining 90%, pastoral compensation should receive first consideration. The amount shown above should not be considered as maximum compensation but rather, a base to build upon. Consideration should also be given to benefits such as health insurance coverage, retirement assistance, education, etc., as funds are available.

In those local churches where funds are not available to pay the minimum base salary, the 90% of tithes remaining in the local church should be designated as pastoral compensation until the recommended base salary has been met.

I wish to express my personal appreciation to you and the local church for honoring and valuing your pastoral family. Your faithful participation in the church's financial system as outlined by the International Assembly is greatly appreciated.

Serving Together,

A handwritten signature in black ink that reads "Tim Coalter".

Tim Coalter
General Presbyter
North America Ministries