



The Mission Coordinating Team is proposing that we work with the Center for Parish Development on a Transformation process for a few select congregations in the Presbytery. More information will be coming your way soon, but to help understand what we mean by "Missional Church" in the Transformation process, we are running a series of FAQs (Frequently Asked Questions) for the next few weeks.
 REV. RICHARD FRANCIS • MODERATOR • MISSION COORDINATING TEAM

What do you mean MISSIONAL CHURCH?

Frequently asked questions ~ week 5/10



Is this a technique to help our congregation grow?

Many missional congregations are growing in numbers. But the missional church vision is not a technique or a way of increasing market share; it is a way of understanding the true calling of the church. It is a way of life for the church. Rather than merely focusing on a congregation's size, the missional church vision calls us to focus on the reign of God. For a congregation, that means to be a living sign and foretaste of God's new creation. It also means inviting people to become a part of God's new community.



**GOD HAS A MISSION...
 ...AND GOD'S MISSION NEEDS A CHURCH!**

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mark your calendars

GENERAL ASSEMBLY	JULY 3-10	MINNEAPOLIS, MN
INDEPENDENCE DAY	JULY 5	PRESBYTERY OFFICE CLOSED
DEADLINE FOR MC APPLICATIONS	JULY 6	SUBMITTED TO SYNOD
COM	JULY 13	PRESBYTERY OFFICE 10:00AM
TRIENNIAL	JULY 20-24	PURDUE, INDIANA
SYNOD SCHOOL	JULY 25-30	BUENA VISTA UNIVERSITY
MISSION COOR TEAM	AUG 5	PRESBYTERY OFFICE 11:00AM
CPM	AUG 9	PRESBYTERY OFFICE 9:30AM
PW	AUG 9	LAKESIDE PC 9:30AM
COM	AUG 10	PRESBYTERY OFFICE 10:00AM
MT	AUG 10	PRESBYTERY OFFICE 1:00PM

<http://www.pcusa.org/ga219/>

219TH GENERAL ASSEMBLY (2010) 
 TWIN CITIES AREA / MINNEAPOLIS



In the light of my last e-news regarding Ministry Compensation, I have decided to present the case for minister's following an Accountable Plan for Ministry Expenses by giving the following examples of two ways to figure a minister's salary package:

Example one:

Salary	\$25,000
Housing Allowance	\$15,000
403(b) contribution	\$ 2,400
Unvouchered Expenses	\$ 3,600
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Totals for church budget	\$46,000

Pension on \$46,000 at 31.5% = \$14,490

Total Cost to church budget = \$60,490

Example two:

Salary	\$22,000
Housing Allowance	\$15,000
403(b) contribution	\$ 2,400
Social Security Allowance	\$ 3,000
Vouchered Expenses up to:	<u>\$ 3,600</u>
	\$46,000

Pension on Salary, Housing,= \$12,411
403(b), but not on SSA or
Vouchered expenses

Total Cost to church budget = \$58,411

For the minister in example one, Income Tax will be paid on Salary and Unvouchered Expenses at 50% of all expenses, or a maximum of \$26,800, assuming all the expense line was used for expenses, before exemptions and standard deductions. Social Security is paid on the salary, housing and the total line of unvouchered expenses (\$3,600 in this example).

For the minister in example two, Income tax is paid on Salary and the Social Security allowance, but not on 403(b) or the vouchered expenses (which are not even included on the W-2). Social Security is paid on the Salary, Housing, and the Social Security Allowance. The primary benefit of the Social Security Allowance is that the Board of Pensions allows this line to be up to 50% of the required payment of 15.3% of Salary, Housing, and SSA, or a maximum of \$3060 in the example above.

The minister in example two will always pay less in taxes and therefore end up with a higher net income. The church budget is also over \$2,000 less without reducing the pastor's salary.

It is important to note that any excess funds in the vouchered line item remain the property of the church. If a minister only uses \$2,600 in expenses the church cannot decide to give the other \$1,000 as a bonus. If it does, the entire \$3,600 becomes taxable. A church can give a \$1,000 taxable bonus, but it cannot come from this line item in the budget.

I hope all of this helps explain the value of both using an Accountable Plan for Ministry Expenses, and the value of having part of the salary be a Social Security Allowance.



Grace Notes
Synod School 2010
<http://www.lakesandprairies.org/school.html>
JULY 1ST REGISTRATION DEADLINE
 July 25-30 at Buena Vista University in Storm Lake, Iowa

