

Staff Pastor Salary Policy

“Don’t you know that those who serve in the temple get their food from the temple, and that those who serve at the altar share in what is offered on the altar? In the same way, the Lord has commanded that those who preach the gospel should receive their living from the gospel.” 1 Corinthians 9:13-14 (NIV)

As a general principle mandated by Scripture, it is the obligation of the congregation to support its pastoral staff financially. Therefore, all staff pastors at First Missionary Church shall be supported through tithes and offerings given to the General Fund. Part-time, bi-vocational pastors and elders are permitted and encouraged to supplement their income through other forms of employment, whether ministry-related (such as Clear Call Ministries) or secular. Pastoral salaries shall be determined according to individual responsibilities as directed by the Board of Elders after consultation with the Board of Deacons and Trustees.

While the Board of Elders and the Board of Deacons and Trustees shall be aware of the salaries and benefits of the pastors, individual salaries shall not be made public beyond the church leadership. Public presentation of the church budget to the congregation shall list only the combined total salary of all pastors as a group. This symbolically shows that it is the responsibility of the local church to support the entirety of its pastoral staff, as God provides. For this reason, it is not appropriate for tithes and offerings to be designated for the support of an individual pastor, unless the Board of Elders has approved a special love offering for a pastor for a special occasion. At such a time when new pastoral staff members are hired, it is the duty of the Board of Elders to inform the congregation of the church’s new financial responsibility, but tithes and offerings are not to be designated for individual pastoral support.