

## **SUBSIDIZED SUPPORT POLICY**

To ensure adequate control of funds donated to support InterAct's ministries, the following guidelines will be used to determine the support schedule and compensation of each subsidized staff member. Subsidy will not be available in retirement or after age 70. These guidelines may be adjusted at the executive director's discretion.

### **Explanation of Support Schedule Line Items**

1. Base Salary

Base salary is that which is needed for personal living costs, including income taxes. The base salary is taken from the 2018 base of \$4,000 month and adjusted for annual cost of living. This figure is prorated for part-time employees.

2. Years of Service

Years of service will no longer be an adjustment factor for subsidized employees. Those already given a years of service increase will be grandfathered in.

3. Ministry Location Adjustment

The increase/decrease based on the cost-of-living index for the employee's specific ministry location relative to Portland, Oregon.

4. Voluntary Reductions

Voluntary support reductions because of other income (such as Social Security, retirement, rental income, Alaska Permanent Fund, etc.).

5. Retirement

Actual amount contributed to an approved retirement program to a maximum of 10% of Base Salary.

6. Medical Insurance

Actual premiums paid for medical insurance or similar non-insurance healthcare plans with \$1200/month max for married employees, \$600/month max for single employees.

**Approved:** February 1, 2020