

2019 PASTORS' COMPENSATION RECOMMENDATION

Approved by presbytery action 9/11/18

For Action: The Committee on Ministry moves that the presbytery adopt the following three recommendations:

1. **Related to Minimum Effective Salary for 2019**
2. **Related to Continuing Education Reimbursement, Vacation and Study Leave for 2019**
3. **Related to the creation of Family Leave Policies by all congregations**

Recommendation 1:

The 2019 minimum Effective Salary for pastors in the Presbytery of the Miami Valley shall be as follows:

<i>Plan A (no manse)</i>	
Effective Salary	\$52,549.00
<i>Plan B (manse)</i>	
Effective Salary	\$40,422.00
Manse Value	<u>\$12,127.00</u>
Total Plan B	\$52,549.00

This recommendation reflects a 2.5% increase over 2018.

Rationale for 2019 salary recommendation:

- a. The full-time median salary* of PC(USA) pastors rose 1.9 percent from May 2017 to May 2018, to \$59,100. For Installed Pastors, the average salary in the Presbytery of the Miami Valley for 2018 is \$68,465. with a median salary of \$63,750, increases over 2017 of 5.1% and 7.1% respectively.

Note: The Board of Pensions of the Presbyterian Church (U.S.A.) annually tabulates the median and average Effective Salary information reported to it for minister members of the Benefits Plan who are serving U.S. congregations. The median salary is generally considered more representative than the average salary, since it is less influenced by the very-high or very-low salaries.

- b. Bureau of Labor Statistics data (www.bls.gov) reflects an increase in the Consumer Price Index for All Urban Consumers (CPI-U) of 2.9 percent from August 2017 through July 2018.

The energy index has risen 12.1 percent over the last 12 months; the food index has risen 1.4 percent; and the index for all items less food and energy has increased 2.4 percent.

- c. While the Social Security Administration (www.ssa.gov/cola) has not yet announced a cost-of-living adjustment (COLA) for 2019, the increase for 2018 was 2.0%. This followed no adjustments for 2016 or 2017. The Social Security Act provides that Social Security and Supplemental Security Income benefits increase automatically each year if there is an increase in the Bureau of Labor Statistics' Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from the third quarter of the last year to the third quarter of the current year.

Minimum Effective Salary comparison with earlier years, for information:

Minimum Effective Salary package comparison for pastors in the Presbytery of the Miami Valley from 2015 to 2018

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
<i>Plan A (no manse)</i>				
Effective Salary	\$48,789	\$49,276	\$50,262	\$51,267
<i>Plan B (manse)</i>				
Cash salary*	\$37,530	\$37,905	\$38,663	\$39,436
Manse Value*	\$11,259	\$11,371	\$11,589	\$11,831
Total Plan B	\$48,789	\$49,276	\$50,252	\$51,267

*Reflects a change in calculation established in 2012 by the Board of Pensions of the Presbyterian Church (U.S.A.), requiring a minimum of valuation of the manse at 30 percent "of all other compensation included in Effective Salary," not of total Effective Salary.

Recommendation 2:

The following standard minimum requirements shall apply for Pastors, Commissioned Ruling Elders (CREs), and Certified Christian Educators (CCEs), and shall not be prorated for part-time calls or contracts:

Continuing Education Reimbursement: **\$1,202.00**

Note: This item must be recorded as a separate item in all contracts or terms of call, and may not be aggregated with other reimbursements. This is also indexed annually to inflation.

Vacation: **Four Weeks (including 4 Sundays)**

Study Leave: **Two Weeks (including 2 Sundays)**

Recommendation 3:

At the recommendation of the 223rd General Assembly (2018), the Committee on Ministry and the presbytery strongly urge and recommend that all congregations create and adopt a Family Leave Policy applicable to pastors and church employees “which includes at a minimum twelve weeks paid leave during a twelve-month period for new parents for the birth or adoption of or to care for a child or other family member, such as seniors or those who require health assistance.”

(More information on the General Assembly action regarding Family Leave Policies is at <https://www.pc-biz.org/#/search/3000360>)

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For information: The committee also reports additional information useful in preparing terms of salary packages for pastors and other church professionals:

1. **Travel Reimbursement.** Member churches should reimburse pastors, Certified Christian Educators, and Commissioned Ruling Elders for church-related travel at the current IRS rate.
2. **Calculating Effective Salary:** This is one of the most misunderstood elements of preparing terms for pastors. Guidance on calculating Effective Salary, plus other helpful information, is at the Board of Pensions web site at www.pensions.org. A new publication with helpful information is now available: <http://www.pensions.org/AvailableResources/BookletsandPublications/Documents/pln-619.pdf>. Remember that calculating Effective Salary is not the same as calculating Federal tax implications.

3. **Board of Pension payments:** This system is somewhat complicated nowadays, but here is general guidance:

All installed pastors **MUST** be enrolled in the *Pastor's Participation Plan* for BOP members which includes dependent coverage. For 2019, the rate will be **37.0 percent** (25.0 percent for medical; 12.0 percent for retirement, death, and disability) of Effective Salary. While some part-time and temporary pastoral relationships may participate in the *Pastor's Participation Plan*, there may be other options for pension, disability and medical coverage through the BOP. **More detailed information is available on the BOP website, www.pensions.org.**

4. **Certified Christian Educators** (as approved by the Presbytery in

November 2000)

- a. Salary equal to the minimum Effective Salary (Plan A) above, *pro-rated* as appropriate for part-time contracts.
 - b. Reimbursements, vacation, and study leave as above. Remember that Continuing Education Reimbursement, vacation and study leave are not prorated for part-time positions.
 - c. Additional guidelines:
 - 1) Base salary plus one percent per year for each year of experience beyond five years.
 - 2) Provision for medical coverage either by participation in the PC(USA) Major Medical Plan or other vehicle.
5. **Commissioned Ruling Elders** (as approved by the Presbytery in January 2002)
- a. Salary equal to 75 percent of the minimum Effective Salary (Plan A) above, *pro-rated* as appropriate for part-time contracts.
 - b. Reimbursements, vacation, and study leave as above. Remember that Continuing Education Reimbursement, vacation and study leave are not prorated for part-time positions.
 - c. Medical coverage is normally obtained by the individual through his/her secular employment.
6. **Pulpit Supply Honoraria.** When a pastor leads worship for a congregation as a visiting guest, the church shall pay mileage at the current IRS authorized rate plus the following (please note, this is the first increase in this recommendation in more than 10 years):
- a. For churches up to 250 members: \$100
 - b. For churches over 250 members: \$125
 - c. Additional compensation of \$50 for each additional service.
7. **Session Moderator Honoraria.** The Moderator for churches without installed pastors shall be reimbursed mileage at the current IRS authorized rate plus \$50 (please note, this is the first increase in this recommendation in more than 10 years).

**Authority for Presbytery action on terms of call
and other compensation matters:**

The *Book of Order* (2017-2019) specifically addresses minister compensation and the responsibility for its maintenance in the following two sections:

G-2.0804 Terms of Call

The terms of call shall always meet or exceed any minimum requirement of the presbytery in effect when the call is made. The session shall review annually the minister's terms of call and shall propose for congregational action (G-1.0501) such changes as the session deems appropriate, provided that they meet the presbytery's minimum requirements. The call shall include participation in the benefits plan of the Presbyterian Church (U.S.A.), including both pension and medical coverage, or any successor plan approved by the General Assembly.

G-3.0307 Pastor, Counselor, and Advisor to Teaching Elders and Congregations

Presbyteries shall be open at all times to communication regarding the life and ministry of their congregations. Each presbytery shall develop and maintain mechanisms and processes to serve as pastor and counselor to its pastors, both ministers of the Word and Sacrament and ruling elders commissioned to pastoral service, (also called commissioned pastors [also known as commissioned ruling elders]), as well as certified Christian educators of the presbytery; to facilitate the relations between the presbytery and its congregations, pastors, and certified Christian educators; and to settle difficulties on behalf of the presbytery where possible and expedient.