

**COMMITTEE ON MINISTRY
2024 PASTORS' MINIMUM COMPENSATION RECOMMENDATION**

NOTE: All terms of call shall include *provision for a minimum of twelve weeks paid family medical leave per G-2.0804 in the most recent Book of Order.*

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

- 1. Related to Minimum Effective Salary (Terms of Call) for 2024, and**
- 2. Related to policy allowing accrual of study leave and financial benefits.**

Recommendation 1:

The 2024 minimum Effective Salary for pastors in the Presbytery of the Miami Valley shall be increased by 2.5%.

Plan A (no manse)	
Effective Salary	\$55,217
Plan B (manse)	
Manse Value	\$42474
	<u>\$12,743</u>
Total Plan B	\$55,217

This recommendation reflects a 2.5% increase over 2023.

Rationale for 2024 salary recommendation:

- a. The full-time median salary* of PC(USA) pastors rose 3.5% percent from 2023 to 2024, to \$67,100. For Installed Pastors, the median salary in the Presbytery of the Miami Valley for 2023 is \$70,000. with a median salary of \$69,116 for all pastors.

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 3.0 percent from July 2022 through June 2023. The energy index has fallen -16.7 percent; the food index has risen 5.7 percent; and the index for all items less food and energy has increased 4.8 percent. \$1000 of goods in June 2022 will cost \$1029.69 in June of 2023.
- c. While the Social Security Administration (www.ssa.gov/cola) has not yet announced a cost-of-living adjustment (COLA) for 2024 (that is released in October), the increase for 2023 was 8.7 percent. Currently the COLA for 2024 is 3 percent. 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 Comparison for Pastors
in the PMV from 2018 to 2024**

	2018	2019	2020	2021	2022	2023	2024
Plan A (no manse)							
Effective Salar	\$51,267	\$52,549	\$53,337	\$53,337	\$53,870	\$53,870	\$55,217
Plan B (manse)							
Cash salary*	\$39,436	\$40,442	\$41,028	\$41,028	\$41,439	\$41,439	\$42,474
Manse Value*	\$11,831	\$12,127	\$12,309	\$12,309	\$12,431	\$12,431	\$12,743
Total Plan B	\$51,267	\$52,549	\$53,337	\$53,337	\$53,870	\$53,870	\$55,217
% Change	2.0%	2.5%	1.5%	0.0%	1.0%	0.0%	2.5%

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

Recommendation 2:

That churches be encouraged to adopt as part of their benefits package that MWS, CRE, & CCE be allowed to accumulate up to three (3) years continuing education time (up to 6 weeks) and carry over continuing education financial benefits for up to 3 years.

Additional Information

- Board of Pensions information:** For 2024 two benefits packages are available to support the well-being of ministers and their families:

Pastor's Participation. This comprehensive benefits package is designed to meet the healthcare and retirement needs of ministers and their families. Coverage includes PPO family medical, the Defined Benefit Pension Plan, the Retirement Savings Plan of the Presbyterian Church (U.S.A.), the Death and Disability Plan, and the Temporary Disability Plan. Employer cost is 39% of effective salary. This reflects no increase for 2024.

All installed pastors MUST be enrolled in the Pastor’s Participation Plan for Board of Pensions members which includes dependent coverage. For 2024, the rate will remain 39.0% of Effective Salary. While some part-time, and temporary pastoral relationships may participate in the Pastor’s Participation Plan, other options for pension, disability and medical coverage are available through the Board of Pensions. More detailed information is available on the Board of Pensions website, www.pensions.org.

Minister’s Choice. This benefits package provides important financial protection during active service and into retirement at only 10 percent of effective salary. Plus, it expands access to assistance and education programs now available only through Pastor's Participation, such as CREDO and Board University. Benefits include the Defined Benefit Pension Plan, the Death and Disability Plan, the Temporary Disability Plan, and the Employee Assistance Plan.

- Certified Christian Educators** (as approved by the Presbytery, November 2000)

- 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 a PC(USA) Board of Pensions Medical Plan or another vehicle.

3. **Commissioned Ruling Elders** (as approved by the Presbytery, January 2002)

a. Salary equal to 75 percent of the minimum Effective Salary (Plan A) above, prorated 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.

4. **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:

a. For churches up to 250 members: \$150 (no change)

b. For churches over 250 members: \$200 (no change)

c. Additional compensation of \$75 (no change) for each additional service.

5. **Session Moderator Honorarium.** The Moderator for churches without installed pastors shall be reimbursed mileage at the current IRS authorized rate plus \$75 (no change).

Authority for Presbytery action on terms of call and other compensation matters: The *Book of Order* (2019-2021) 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 **provision for a minimum of twelve weeks paid family medical leave and** 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 Its Ministers of the Word and Sacrament 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 ministers of the Word and Sacrament, commissioned pastors [also known as commissioned ruling elders], and Certified Christian educators of the presbytery; to facilitate the relations between the presbytery and its congregations, ministers of the Word and Sacrament, commissioned pastors, and certified Christian educators; and to settle difficulties on behalf of the presbytery where possible and expedient.