



## Pastor Compensation Recommendations for 2019

### Background

The NACBA National Church Staff Compensation Survey conducted by the Church NetWork through the National Association of Church Business Administration (NACBA), the survey of pastor compensation for 2018 contained in the "2017-2018 Compensation Handbook for Church Staff" published by *Christianity Today International*, and the *PCUSA Study of Average Effective Salary by Presbyteries for 2018*, conducted and published by the Board of Pensions indicate that the increases this presbytery made to its Pastor Compensation Structure from 2002 through 2005 brought our structure to a more favorable ongoing position.

Further, the adjustments this presbytery has made from January 1, 2006 through 2017 have resulted in the structure approximately holding that position. Since our pastor compensation structures were not changed in 2010 from the 2009 levels, but were increased by 2.0% effective 1 January 2011, 3% effective 1 January 2012, 2.5% effective 1 January 2014, 2% effective 1 and 1.8% effective 1 January 2017, these actions have

resulted in the minimums and midpoints of our compensation structures being placed in approximately the same relative position in comparison to figures of comparable churches in the Midwest Region of the United States and the nation as they were the previous year.

The Consumer Price Index (CPI) for the United States and for the Midwest Region increased by 2.1% from August 2017 through August 2018. The CPI is forecast to increase in 2019 by approximately 1.3%. PCUSA salary survey data indicate that churches in the Midwest Region of the United States and nationally have increased compensation during 2018 by approximately 1.2% to 1.8% and plan increases for 2019 estimated to be between 1.3% and 1.9%. Therefore, MCC estimates that a 1.5% increase in the structures will keep our ranges approximately at the average of what is paid at comparable churches.

**Since the Presbytery's *Pastor Compensation Policy Manual* contains the following provisions:**

- The compensation structure for Pastors and the accompanying structure for Temporary Pastoral Relationships and Commissioned Ruling Elders shall be reviewed each year and adjusted to be comparable to the average compensation paid those serving in such pastoral roles in the Midwest Region**
- Pastors, CREs and Temporary Pastors be granted a minimum adjustment in compensation based on the estimated change in the Consumer Price Index and economic climate in the calendar year**
- Where appropriate, an additional increase be granted pastors, CREs and Temporary Pastors, based on performance**

**Therefore, the Ministers and Congregations Commission recommends the following compensation adjustments for 2019:**

- Each of the eight ranges of the Pastor Compensation Structure and the eight ranges of the Compensation Structure for Commissioned Ruling be increased by 1.5% effective January 1, 2019, and**
- Pastors, commissioned ruling elders and temporary pastors receive a cost-of- living-adjustment (COLA) increase of no less than 1.5% effective January 1, 2019, and**

- **Where applicable, a further increase be given to recognize the performance of the pastors, commissioned ruling elders and temporary pastors in accordance with the Presbytery *Pastor Compensation Policy Manual* to accord with the following provisions:**
  - **The compensation of every pastor, commissioned ruling elder and temporary pastor in the Presbytery be at minimum or above it.**
  - **Any pastor or commissioned ruling elder or temporary pastor who has served his or her church four to five years and is meeting expectations should be paid compensation equal to the midpoint in the Pastor Compensation Structure and the Compensation Structures for Commissioned Ruling Elders respectively**
  - **If a pastor, temporary pastor, or commissioned ruling elder has served a church for less than four or five years and is meeting expectations, that individual should be paid compensation that will bring him or her to the midpoint within four to five years from the date he or she began serving the church.**
  - **If the pastor, temporary pastor, or commissioned ruling elder is exceeding expectations his or her compensation should be above the midpoint within four to five years of the date he or she began serving the church**

**And, that changes be made to the 2019 *Compensation and Benefits Manual* and the 2019 Compensations Structures listed on the PEIA website to reflect the above changes and to reflect the changes in titles of those in pastoral relationships in churches and other validated ministries previously approved by the Presbytery.**