

**Presbytery of Whitewater Valley**  
**COMMISSION ON MINISTRY**  
 July, 2018

**2019 MINIMUM COMPENSATION RECOMMENDATION**

	2015	2016	2017	2018	<b>2019</b>
Minimum Salary Compensation	35,192	35,539	35,798	36,433	<b>37,543</b>
Housing Allowance/Manse Value	<u>10,558</u>	<u>10,616</u>	<u>10,754</u>	<u>10,882</u>	<b><u>11,214</u></b>
Minimum Compensation	45,750	46,155	46,552	47,315	<b>48,757</b>
Prior Period Increase/Decrease	720	405	397	763	<b>1,442</b>

**The Pastor Support Subcommittee recommends:**

1. A minimum salary plus housing allowance for pastors in the Presbytery of Whitewater Valley of \*\*\$48,757 for 2019 (increase of \$1,442);
2. If a manse & utilities are provided for pastor, the minimum cash salary is \$37,543;
3. Accountable Plan - Mileage Reimbursement @ the IRS established rate - minimum \$2,800;
4. Accountable Plan - Continuing Education Reimbursement - minimum \$1,500\*;
5. 4 weeks Paid Vacation including 4 Sundays - [5 weeks/5 Sundays- 15 years or more experience]
6. 2 weeks Paid Professional Development Leave
7. Healthcare, Pension, Disability & Life Insurance - Board of Pensions Pastor's Participation Plan (installed or contracted teaching elders)
8. Full Moving Expenses (if applicable)

\* Annual balance is cumulative for up to four years [non-portable]

\*\* Reflects an increase from the prior period

**The following information was used to formulate this recommendation:**

1. The full-time median salary\* of PCUSA pastors rose 1.9% for the subject reporting period to \$59,100. The Pastor Support Subcommittee uses 80% of the published median (rounded up to nearest \$1,000) to set the base compensation standard for full-time pastors in the presbytery.

\* 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.

2. The Pastor Support Subcommittee applies an increase or decrease to the full-time median salary minimum using data provided by The Bureau of Labor Statistics ([www.bls.gov](http://www.bls.gov)) Consumer Price Index (CPI)-Midwest Urban Report. A 3-year rolling average is applied to the CPI reporting period (2015-2018) to offset unusual spikes in the reported percentage. The data reflects a rounded increase of 1.6% for the subject period.