

**Presbytery of Whitewater Valley**  
**COMMISSION ON MINISTRY**  
**2024 MINIMUM COMPENSATION**

	2020	2021	2022	2023	2024
Minimum Salary and Housing	49,975	50,038	51,336	53,644	<b>56,686</b>
Minium – Manse/Utilities Provided	38,481	38,529	39,529	41,306	<b>43,762</b>
Prior Period Increase/Decrease	1,218	63	1,298	2,308	<b>3,042</b>

**The Commission on Ministry requires:**

1. A minimum salary plus housing allowance for pastors in the Presbytery of Whitewater Valley \$56,686 for 2024 (increase of \$3,042) \*\*
2. If a manse and utilities are provided for pastor, the minimum cash salary is \$43,762
3. Accountable Plan – Mileage Reimbursement @ the IRS established rate – minimum \$2,800
4. Accountable Plan – Continuing Education Reimbursement – minimum \$,1500 \*
5. 4 weeks Paid Vacation including 4 Sunday – 5 weeks/5 Sundays with 15 + years of experience
6. 2 weeks Paid Professional Development Leave
7. Board of Pensions Pastor’s Participation Benefits Plan (installed or contracted Teaching Elders)
8. Optional – Board of Pensions Minister’s Choice Benefits Plan with COM approval (for eligible Commissioned Ruling Elders or those in less than half-time service)
9. Moving Expenses (taxable benefit, if applicable)
10. Family Leave of at least 12 weeks as mandated by General Assembly

\*Annual balance is cumulative for up to four (4) years (non-portable)

\*\*Reflects an increase from the prior period

**The following information was used to formulate the Minimum Compensation:**

- The full-time median salary of PC USA pastors rose 3.5% for the subject reporting period. The Pastor Support Subcommittee of the Commission on Ministry uses 80% of the published median (\$67,100) to set the base compensation minimum for full-time pastors in the presbytery.
- The Board of Pensions of the Presbyterian Church (USA) 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 very high or very low salaries.
- 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 CPD reporting period to offset unusual spikes in the reported average. The data reflects an increase of 5.6% for the subject period.