

Presbytery of Whitewater Valley
COMMISSION ON MINISTRY
 July 2023

2024 MINIMUM COMPENSATION RECOMMENDATION

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

The Pastor Support Subcommittee recommends:

1. A minimum salary plus housing allowance for pastors in the Presbytery of Whitewater Valley of ****\$56,686** for 2024 (increase of \$3,042).
2. If a manse & 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 \$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. Board of Pensions Pastor's Participation Benefits Plan (installed or contracted teaching elders)
8. Optional - Board of Pensions Minister's Choice Benefits Plan (requires COM approval)
9. Moving Expenses (taxable benefit, 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 PC USA pastors rose 3.5% for the subject reporting period. The Pastor Support Subcommittee 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 (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) Consumer Price Index (CPI)-Midwest Urban Report. A 3-year rolling average is applied to the CPI reporting period (2020-2023) to offset unusual spikes in the reported percentage. The data reflects an increase of 5.6% for the subject period.