



# PRESBYTERY OF CINCINNATI

## COM Recommendation to Presbytery

### 2023 MINIMUM COMPENSATION STANDARDS

13 August 2022

The Presbytery of Cincinnati Commission on Ministry recommends a required 4% increase in minimum effective salary for compensation for full-time pastors, part-time pastors, validated ministers in a church position and Commissioned Pastors in 2023 whose salaries currently fall short of the minimum effective salary median. Further, the Presbytery of Cincinnati Commission on Ministry recommends a 4% increase for all pastors, according to the years of service and size of congregation.

#### MINISTERS OF WORD AND SACRAMENT & CERTIFIED CHRISTIAN EDUCATORS (Full Time)

	WITH MANSE	WITHOUT MANSE
<b>Salary (+Housing/Utilities)</b>	\$35,277.00	\$50,395.00
<b>Manse Allowance</b>	\$15,118.00	
<b>EFFECTIVE SALARY</b>	\$50,395.00	\$50,395.00
<b>Board of Pensions</b>	<ul style="list-style-type: none"> <li>– <u>Full-time Installed and Validated (within a congregation) teaching elders:</u> 100% non-contributory participation in BOP pension, death and disability and medical plan required.</li> <li>– <u>Non-installed teaching elders:</u> <ul style="list-style-type: none"> <li>○ Fill-time Interim pastors: 100% non-contributory participation in BOP pension, death and disability and medical plan required.</li> <li>○ Other: BOP pension and death and disability coverage required; for positions of 20 hrs/week or more, congregations must pay at least 50% of BOP medical dues.</li> </ul> </li> <li>– Minister’s Choice available for other (CREs, CE)</li> <li>– BOP medical dues may be waived if coverage is otherwise available to pastor or spouse, if applicable</li> </ul>	
<b>Travel Expense</b>	Actual business auto miles driven paid at maximum IRS rate	
<b>Continuing Education</b>	\$2,000 (pro-rated to time if necessary)	
<b>Vacation</b>	four weeks (including 4 Sundays) (pro-rated to time)	
<b>Study Leave</b>	two weeks (pro-rated to time)	

NOTE: Effective salary includes any compensation received during a Benefits Plan year by a Plan member, including, but not limited to, any sums paid for housing allowance (including utilities and furnishings); 30% of all other compensation for a manse; deferred compensation (funded or unfunded); bonuses; lump sum allowances; and other items credited to a member by an employing organization during a Plan year. Effective salary does not include amounts received through an accountable reimbursement plan or Social Security up to 50% of a minister’s Self-

Employment Contribution Act (SECA) obligations. The manse value included in effective salary must be at least 30% of all other compensation.

**CERTIFIED ASSOCIATE CHRISTIAN EDUCATORS (Full Time)**

<b>EFFECTIVE SALARY</b>	\$40,316.00 (= 80% of “effective salary” for teaching elders/Certified CEs)
<b>Travel Expense</b>	Actual business auto miles driven paid at maximum IRS rate
<b>Continuing Education</b>	\$2,000 (pro-rated to time if necessary)
<b>Vacation</b>	four weeks (including 4 Sundays) (pro-rated to time)
<b>Study Leave</b>	two weeks (pro-rated to time)

NOTE: The above financial minimums are based on 40 hours/week and may be prorated. Time allowances are defined as: “four weeks” is the amount of time the person ordinarily works in four weeks, and “two weeks” is defined as the amount of time the person ordinarily works in two weeks.

**COMMISSIONED PASTORS (Half-Time)**

<b>Annual Compensation (Salary + Housing/Utilities)</b>	\$15,119.00 (= 60% of half-time “effective salary” for teaching elders)
<b>Travel Expense</b>	Actual business auto miles driven paid at maximum RS rate
<b>Continuing Education</b>	\$1,000
<b>Vacation</b>	four weeks
<b>Study Leave</b>	two weeks

NOTE: The above financial minimums are based on 20 hours/week and may be prorated based on a greater or lesser number of hours worked per week. Time allowances for vacation and study leave are not to be prorated based on hours worked per week.

**PROFESSIONAL EXPENSES:**

Sessions are encouraged to identify other reimbursable business expenses incurred by ruling elders commissioned to pastoral service and pay them an accountable reimbursement plan.

COM is available to consult with teaching elders, certified Christian educators, and congregations about Healthcare Spending Accounts (such as Section 125s) and 403b Retirement Savings Plans.

## Rationale

Ministers and Elders routinely collaborate on matters of faith, spiritual health, and the day-to-day functioning of the congregation. Then—once a year—they address the sensitive issue of the minister’s compensation.

The Commission on Ministry understands, and suggests to Sessions that it might helpful to give the minister’s compensation package higher priority and consideration. A church should provide its staff with adequate income so that they can fulfill their roles without undue concern about current and future financial needs. Freedom from financial anxiety lets a pastor focus on his or her service. It also helps your church attract and retain qualified pastoral leadership. A good compensation package is the fair thing to do. It compensates pastoral leaders for their investment in education, as well as for their talent, experience, and effort. Finally, a compensation package serves a managerial and motivational function. It can reward staff for meeting agreed-upon goals.

Often a Session will adjust a compensation package for the following: • Church income, worship attendance, and setting (urban/rural) • Pastor’s years of service, education plus additional circumstances such as: • Cost of living in your area/local economy • Pastoral performance, workload • Goodwill • History of previous raises for the pastor and other staff.

The current 2022 minimum compensation salary in each presbytery in the state of Ohio and in the Synod of the Covenant is as follows:

\$54,937	Miami Valley Presbytery (Dayton)
\$52,858	Western Reserve Presbytery (Cleveland)
\$51,308	Scioto Valley Presbytery (Columbus)
\$49,128	Presbytery of Detroit
\$48,960	Maumee Valley Presbytery (Toledo)
\$48,700	Presbytery of Lake Michigan
<b>\$48,457</b>	<b>Presbytery of Cincinnati</b>
\$45,900	Presbytery of Lake Huron
\$44,000	Presbytery of Muskingum Valley
\$44,000	Eastminster Presbytery (Youngstown/Akron)

This indicates that the Presbytery of Cincinnati, the third largest urban area in Ohio, is near the bottom of the compensation scale. We need to aspire to improve our salary expectation for those serving congregations. This also continues to be below Board of Pensions median effective salary for 2022 (\$63,000.00).

We implemented a 3% increase in salary in 2018 and 2019, and agreed (November 2019 Presbytery Gathering) to continue that level of increase for three additional years (2020, 2021, 2022). This would put the minimum compensation for the Presbytery of Cincinnati at about mid-level benchmarked against our peer Presbyteries; this depends partly on the increases they enact in that same time period.

The 3% increase put the 2022 effective minimum salary at \$48,457.00.

A 4% increase, even if applied over 5 consecutive years, would keep Cincinnati in its current place. A 5% increase over 5 years would bring us in line with Miami Valley if no other Presbytery increased at all over that time period.

Related to 2022, the Social Security Administration recommended a 5.00% cost of living adjustment, and all indications are that a higher level will be recommended for 2023 (estimates of up to 7%). Our recommendation would be reduced against the SSA COLA.

Additionally, most salary studies in mainline denominations (including our own), take into consideration the years of service of the pastor and the size of the congregation when determining salary minimums. The most recent Clergy Effective Salary study completed by the Board of Pensions can be found at [https://www.pensions.org/AvailableResources/BookletsandPublications/Documents/ClergyEffectiveSalaries\\_2016.pdf](https://www.pensions.org/AvailableResources/BookletsandPublications/Documents/ClergyEffectiveSalaries_2016.pdf)

## **FURTHER REQUIREMENTS OF CONTRACTS AND CALLS**

### **SABBATICAL POLICY**

Full-time pastors and certified church educators shall be eligible for sabbatical leave after six consecutive full-time years of service to an individual church/validated ministry. This policy shall be included in the Terms of Call for all Presbytery of Cincinnati pastors. The Session of the congregation and COM must approve the sabbatical at least 3 months in advance so plans can be made for worship and the life of the church.

The recommended length of the sabbatical leave is not less than 60 nor more than 90 days. Accrued vacation time and continuing education time may be attached to the sabbatical leave. Upon completion of the sabbatical leave, the incumbent pastor/educator would ordinarily, continue serving the same congregation for two years beyond the conclusion of such leave. In addition, congregations may limit sabbatical leave to one staff person per year, in multiple staff.

### **PARENTAL LEAVE POLICY (Full time installed Ministers)**

1. Maternity Leave – an eight-week minimum beginning when deemed appropriate by the pastor’s physician, no later than at birth. This leave may be in addition to Terms of Call vacation.
2. Paternity Leave – an eight-week minimum following the birth of the child and within the first year.
3. Adoptive Leave – an eight-week minimum following the placement of the child and within the first year.

Pastors will communicate their need for parent leave to the church’s Session, Personnel Committee, or its equivalent, at least six weeks prior to the expected birth/arrival of the child. Pastor’s salary, pension and insurance benefits continue during the leave. Professional reimbursements and continuing education are not available to pastors during parental leave.

**SEXUAL AND CHILD PROTECTION POLICIES**

All Terms of Call and Contracts must indicate that the Pastor has reviewed, signed, and intends to comply with Presbytery and church Sexual and child protection policies.