 **2017 Minimum Terms of Call**

**for Installed Teaching Elders**

**Presbytery of Milwaukee**

Each year the Commission on Ministry (COM) reviews the Minimum Terms of Call compensation and benefits levels and brings a recommendation to presbytery. (G-3.0303) COM researches and reviews several indicators to make an annual recommendation for changes in minimum terms of call. These indicators include the following:

1. Consumer Price Index (CPI) information over the most current one-year period.
2. Median salary data for PCUSA ministers as calculated by the Board of Pensions.
3. Average annual salary of ministers in comparable Presbyteries.
4. Other changes in terms of call including medical plan benefits provided by the Board of Pensions.

A summary of this information for 2017 is as follows:

1. The CPI has not released their projection for 2017. The 2016 actual COLA increase was 0%. It is anticipated that 2017 will be similar.
2. The median salary for PCUSA ministers as calculated by the Board of Pensions increased by 2% from $56,200 in 2015 to $57,300 in 2016 for full-time teaching elders.
3. Presbytery of Milwaukee ranked 6th in average annual pastor’s salary in relation to 12 other comparable presbyteries in 2016.
4. The Pension Plan dues for 2017 for installed teaching elders will remain unchanged. Medical dues for 2017 will be 24.5% of effective salary for member and family, 23% for member only. Pension and Death & Disability are 12% of effective salary.

**In view of the above data COM moves that the Presbytery of Milwaukee approve an increase of 1.5% in Minimum Effective Salary for 2017 to $45,330 for a 40-hour workweek. These wages reflect an hourly rate of $21.79.**

This is an increase of around $0.16 an hour. The COM strongly recommends that congregations prayerfully consider merit and term of service increases for Teaching Elders over and above the recommended minimum increase. It is critical that the Presbytery be competitive in order to retain and attract gifted leadership.

 Sessions, treasurers, and ministers are urged to use the Board of Pensions website (pensions.org) for detailed information and assistance regarding effective salary calculations and pension dues calculation.