



2019 Minimum Terms of Call for Installed Ministers of Word and Sacrament 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. Changes in pension and medical plan benefits provided by the Board of Pensions.

A summary of this information for 2019 is as follows:

1. The Social Security Administration announced a COLA increase of 2.8% for 2019. The COLA increase in 2018 was 1.58%.
2. The median salary for PCUSA ministers as calculated by the Board of Pensions increased by 1.9% from \$58,000 in 2017 to \$59,100 in 2018 for full-time ministers.
3. The Pension and Medical dues for 2019 for installed positions is 37% of effective salary. (25% for Medical; 12% for Pension, Death & Disability)

In view of the above data COM moves that the Presbytery of Milwaukee approve an increase of 2.8% in Minimum Effective Salary for 2019 to \$47,819 for a 40-hour work week. These wages reflect an hourly rate of \$22.99.

The minimum vacation for a Minister of Word and Sacrament is four weeks and four Sundays regardless of the number of hours worked. The minimum study leave is two weeks and two Sundays. The minimum Continuing Education is \$2,000 which will not be prorated. The minimum professional expenses is \$500 which will not be prorated.

COM strongly recommends that congregations prayerfully consider merit and term of service increases for Ministers of Word and Sacrament over and above the recommended minimum increase. It is critical that the Presbytery be competitive in order to retain and attract gifted leadership. COM also strongly recommends that Sessions consider time in service and the local cost of living in the communities they serve.