



## **2020 Pastoral Compensation Minimums Presbytery of Milwaukee Approved September 25, 2019**

**The minimum effective salary for all Ministers of the Word and Sacrament serving in the Milwaukee Presbytery is \$48,401 for a 40-hour work week. These wages reflect an hourly rate of \$23.27 to be used for those serving fewer (or more than) 40 hours a week. Under the Commissioned Pastor policy of the Presbytery, Commissioned Pastors are entitled to at least 80% of the Presbytery's minimums.**

This reflects a 1.2% cost of living increase from 2019 informed by the following:

1. The Social Security Administration projected COLA increase for 2020 is 1.2%. The COLA increase in 2019 was 2.8%.
2. The median salary for PCUSA ministers as calculated by the Board of Pensions is \$59,100 in 2019 for full-time ministers.
3. The Pension and Medical dues for 2020 for installed positions is 37% of effective salary. (25% for Medical; 12% for Pension, Death & Disability)

CPM strongly recommends that congregations prayerfully consider merit and term of service increases for Ministers of Word and Sacrament over and above the recommended cost of living increase. CPM also recommends that Sessions consider time in service and the local cost of living as part of salary package. A pastor should be paid enough to live in the community they serve. The minimum salary is a starting salary.

Please see the pastoral personnel policies, which include these additional minimums for those serving 20+ hours a week. These minimums should be used as a guide to provide appropriate, similar support for those serving fewer hours.

Vacation: four weeks, including four Sundays  
Study Leave: two weeks, including two Sundays  
Continuing Education: \$2,000  
Professional Expenses: \$500

The Presbytery is very cognizant that church budgets are tight. There are creative ways to compensate pastors that do not necessarily require a salary increase. Extra vacation, extra benefits (paying for dental or vision), extra Sundays without preaching responsibilities, or increasing reimbursable expenses are some possible options in lieu of cash increases. The Commission on Pastoral Ministry is available to help lead a conversation on other ways of compensating pastors when budgets do not allow for more than just a cost of living increase.