

## **2021 Pastoral Compensation Minimums Presbytery of Milwaukee**

**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.**

CPM strongly recommends that congregations prayerfully consider merit and term of service increases for Ministers of Word and Sacrament. The median salary for ministers enrolled in the Board of Pensions in 2021 is \$61,200 (a .7% increase from 2020). 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 all pastoral positions:

Vacation: four weeks, including four Sundays

Study Leave: two weeks, including two Sundays

In addition, the following minimums apply for those serving more than 20 hours a week. These minimums are prorated for those serving 20 or fewer hours a week.

Continuing Education: \$2,000

Professional Expenses: \$500

In light of the unprecedented circumstances of 2020 due to the COVID-19 pandemic, CPM encourages congregations to permit pastors to carry over unused 2020 continuing education and expenses to 2021 in the hopes that in the new year conferences and other pastor professional development opportunities will resume.

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.