

Ministerial Compensation

COM - PSNE



THE PRESBYTERY OF
SOUTHERN NEW ENGLAND

“Do we promise to pay him/her fairly, to provide for his/her welfare as he/she works among us; to stand by him/her in trouble; and share his/her joy?”

-Book of Occasional Services, Presbyterian Church (U.S.A.), Installation of a Pastor



PSNE COM Guidelines for 2019 Terms of Call

Minimum Effective Salary \$51,350.00 (reflects COLA only)

COLA (Cost of Living) Increase 2.7%

Note: If you have not been providing a COLA increase annually, it is recommended that you go back and recalculate to make up for all years missed so that Terms of Call keep match with cost of living increases.

COLA increase is **not** a raise. We encourage all congregations to continue to offer raises on an annual basis.



Average Annual Effective Salaries

% Chg. Avg. Sal.

<u>Synod</u>	<u>5/1/2014</u>	<u>5/1/2015</u>	<u>5/1/2016</u>	<u>5/1/2017</u>	<u>5/1/2018</u>	<u>2018 vs. 2014</u>
Alaska-Northwest	\$64,735	\$65,419	\$65,599	\$66,955	\$68,352	5.59%
Boriquen (Puerto Rico)	\$26,929	\$28,859	\$28,396	\$28,341	\$26,837	-0.34%
The Covenant	\$57,497	\$58,330	\$59,498	\$60,327	\$60,861	5.85%
Lakes & Prairies	\$56,116	\$56,825	\$57,816	\$58,733	\$59,846	6.65%
Lincoln Trails	\$57,494	\$58,316	\$59,396	\$60,615	\$62,100	8.01%
Living Waters	\$58,623	\$59,642	\$60,636	\$61,964	\$62,538	6.68%
Mid-America	\$56,667	\$56,286	\$56,222	\$57,591	\$58,744	3.66%
Mid-Atlantic	\$63,057	\$64,220	\$64,903	\$65,719	\$66,532	5.51%
The Northeast	\$65,494	\$66,271	\$67,473	\$68,686	\$70,225	7.22%
The Pacific	\$64,925	\$64,667	\$64,797	\$65,884	\$68,854	6.05%
The Rocky Mountains	\$58,949	\$58,821	\$58,880	\$60,551	\$62,513	6.05%
South Atlantic	\$63,985	\$66,089	\$66,715	\$67,460	\$69,147	8.07%
Southern CA & Hawaii	\$73,027	\$72,569	\$74,254	\$73,101	\$75,918	3.96%
The Southwest	\$61,898	\$63,239	\$63,964	\$64,836	\$64,137	3.62%
The Sun	\$60,308	\$59,848	\$62,178	\$61,283	\$62,793	4.12%
The Trinity	\$58,254	\$58,925	\$60,354	\$61,087	\$62,581	7.43%
Total Church	\$61,347	\$62,103	\$63,116	\$64,015	\$65,262	6.38%



Ideas for Local Congregations:

Where do you fit in the range of salaries of PSNE for your Pastor?

How many years experience does your Pastor have?

When was the last time you provided a raise or a COLA increase?

If your Pastor is Part Time, what would their Full Time equivalent be and how does that measure up?



Gender disparity

This flexibility requires a word of caution. Over the last 10 years, there has been a distinct gender disparity as to the provision of benefits in the PC(USA). Women outnumber men ordained, 1,547 to 1,403, but men have obtained benefits at a far greater rate — 76 percent to 62 percent. Although there are areas of progress, the gender distinction in compensation is clear, as the salary study in the appendices of this document shows. While the Board cannot know the individual circumstances and choices of those seeking a call, the overall pattern cannot be ignored. As noted in the opening of this document, the 223rd General Assembly (2018) urged COMs to act decisively in this matter. It is therefore incumbent on COMs to embrace a goal of gender equity in reviewing and approving terms of call for all ministers.

*-from Living by the Gospel from the
Presbyterian Board of Pensions, 2019*



PSNE COM Gender Salary Study

Minimum Effective Salary 2018		\$50,000.00
Average Effective Salary FT 2018		\$99,773.00
Average Effective Salary FT 2018	Men	\$109,609.00
Average Effective Salary FT 2018	Women	\$82,561.00

The gender gap is 24.6%

2 out of the 3 Clergy in PSNE paid between 50-60K at FT are persons of color



PSNE Salary Study 2018

How many clergy in each category?

	40-49K	50-59K	60-69K	70-79K	80-89K	90-99K	100-159K	150K+
FT		3	2	6	1	1	6	3
PT to FT Eq	3	2	6	0	0	0	0	0

*All part-time clergy in PSNE congregations with the exception of one person are per
of color or women or both.*



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