

PSNE Pastoral Compensation 2026

Name and Call info						Effective Salary						SECA offset		
First name	Last name	Title	Congregation	Membership	Hours	Cash Salary	Housing allowa	Manse	Contributions (4	SECA excess	Other	Eff. salary total	FTE Eff. salary	(up to 7.65%)
Nancy	Baseel	Pastor	FPC Hartford	138	FT	\$47,557	\$40,000					\$87,557	\$87,557	\$6,698
Dallas	Bradel	Interim Pastor	Greenwood	170	FT	\$63,652	\$32,074				\$7,210 [1]	\$102,936	\$102,936	\$8,527
Kate	Carlisle	Stated Clerk	PSNE & PoB	-		\$28,606	\$32,000					\$60,606	\$80,808	\$4,636
Andre	Castillo	Associate Pastor	Greenwich	482	FT	\$63,821	\$55,000					\$118,821	\$118,821	\$9,090
Gin	Courtney	Pastor	Dunns Corners	252	FT	\$41,194	\$50,058					\$91,252	\$91,252	\$6,895
Terrlyn	Curry-Avery	Pastor	MLK Community Pre	33	3/4 time [7]	\$31,391	\$35,000					\$66,391	\$75,875	\$5,079
Alonso	Dacunha	Organizing Pastor	IPB Fellowship, Hyannis		Part-time									
T.J.	DeMarco	Pastor	Providence	109	FT	\$61,246	\$30,000					\$91,246	\$91,246	\$6,980
Pablo	Diaz	Transitional Pastor	FPC Stamford	362	FT	\$164,800				\$12,607	\$65	\$247,801.20	\$247,801	\$12,607
Greg	Doll	Pastor	Noroton	1453	FT	\$168,743		\$50,623				\$219,366	\$219,366	Not listed
Shelley	Donaldson	Associate Pastor	FPC Stamford	362	FT	\$68,460	\$43,600				\$3,300	\$115,360 [9]	\$115,360	\$8,825
Brandi	Drake	Associate Pastor	Noroton	1453	FT	\$127,466		\$38,240				\$165,706	\$165,706	\$12,677
Julie	Emery	Pastor	Westminster	138	FT	\$75,541	\$30,000					\$105,541	\$105,541	\$8,074
Dale	Green	Designated Pastor	Crossroads	68	28	\$14,000	\$40,750					\$54,750	\$78,214	\$4,188
Scott	Herr	Pastor	FPC New Canaan	401	FT	\$112,500	\$96,000	not specified				\$208,500	\$208,500	\$15,950
Byeta	Hoover-Mulvany	Stated Supply Past	Babcock	18	22	\$17,505	\$18,000		\$3,400	\$2,470		\$41,375	\$75,227	Not listed
Jessica	Jones	Co-Pastor	Wilton	234	15-20	\$58,000	\$30,000					\$88,000	\$201,143	Not listed
Iktae	Kim	Pastor	Connecticut Korean I	70	27	\$13,298	\$32,400			\$3,760		\$49,458	\$73,271	\$3,760
Do Hoon	Kim	Pastor	New Haven Korean,	349	FT	\$48,599	\$26,674				\$4,124 [12]	\$79,397	\$79,397	Not listed
Mark	Montgomery	Co-Pastor	Wilton	234	15-20	\$42,400	\$30,000					\$72,400	\$165,486	Not listed
Gary	Morello	Associate Pastor	Noroton	1453	FT	\$105,994		\$36,000				\$141,994	\$141,994	\$10,863
Patrick	Notley	Pastor	Barrington	65	FT	\$25,428	\$45,000		\$20,000			\$90,428	\$90,428	\$6,918
Deborah	Packard	Designated Pastor,	Woodbury Union	54	26	\$24,061	\$31,827					\$55,888	\$85,982	\$4,276
Gregory	Penza	Pastor	FPC Fairfield	224	FT	\$105,731		\$32,440	\$2,400			\$140,571	\$140,571	\$10,756
April	Saber-Assad	Pastor, CRE	Calvary United	23	12	\$13,000	\$9,000					\$22,000	\$73,333	\$1,683
Jason	Santalucia	Stated Supply Past	Valley Presbyterian C	94	FT	\$34,440	\$51,660					\$86,100	\$86,100	\$6,587
Elian	Scott	Pastor	FPC New Haven	148	FT	\$70,073		\$21,742	\$2,400			\$94,215	\$94,215	\$7,207
Stephen	Scovell	Pastor	Milford United	45	25	\$25,400	\$25,000					\$50,400	\$80,640	\$3,856
Christopher	Tate	Co-Pastor	Wilton	234	15-20	\$58,000	\$20,000					\$78,000	\$178,286	Not listed
Shannan	Vance-Ocampo	General Presbyter	PSNE	-	FT	\$57,722	\$35,000					\$92,722	\$92,722	\$7,093
Seth	Weeldreyer	Pastor	FPC Greenwich	482	FT	\$79,500	\$70,000		\$30,500			\$180,000	\$180,000	\$13,770
Kevin	White	Pastor	Calvin, Cumberland I	78	FT	\$40,071	\$29,592		\$4,074			\$73,737	\$73,737	Not listed

Board of Pensions/benefits			Reimbursable Expenses						Time off			
Coverage plan	Total cost	% of Eff salary	Cont. ed	Prof. exp.	Auto/mileage	FSA/medical	Other	Total	Vacation	Study Leave	Last sabbatical	Next sabbatical
CPP	26264	30%	\$2,500	\$3,000				\$5,500	4	2	2026	
CPP, medical only	18014	18%	\$1,000	\$2,000	\$2,000		\$1,000 [2]	\$6,000	4	2	none	
Covenant Plan and Medical I	19835	33%	Included in Pro	\$5,500	Included in Prof total		\$4,080 [3]	\$9,580	5	2	none	
CPP, member and child(ren)	37,600	32%	\$2,000	\$2,250	\$1,500		\$4,550 [5]	\$10,300	4 [6]	2		2030
CPP, member and child(ren)	35044	38%	\$2,500	as needed	\$800			\$3,300	4	2		2027
Covenant Plan and Medical I	22671	34%	Included in Pro	\$2,500				\$2,500	4	2	2025	
TPP												
TPP	42885	47%	\$3,749	Included in Co	\$1,071			\$4,820	4	2	none	currently eligible
TPP	63894	36%	\$6,000		\$500	\$43,000		\$49,500	4	2	N/A	N/A
CPP, full family	62637	29%	\$4,000					\$4,000	5.2	2	2024	2031
CPP, member and spouse	42287	37%	Included in Pro	\$4,000		\$2,307		\$6,307	4	2	2025	
CPP, full family	57271	35%	\$4,000					\$4,000	5.2	2	2023	2030
TPP, full family	39050	37%	\$3,000	Included in Bus	Included in bus none		\$3,000 [10]	\$6,000	5	2	2024	2030
NONE	0	0	\$2,500			\$0		\$2,500	4	2	none	
CPP	61284	29%	\$3,600	\$3,000	\$4,000		\$400	\$11,000	5	2		2027
N/A, retired	0	0	\$700	NA	\$800	NA		\$1,500	5	2	none	N/A [11]
NONE	0	0	\$2,500	Reimbursed, if	Reimbursed, if	N/A		\$2,500	4	2	N/A	N/A
CPP, member and one depe	23550	48%	\$2,500		\$1,500			\$4,000	5	2	2022	2028
TPP, full family	39250	49%	Not listed	Not listed	Not listed			NONE	4	2		2028
CPP, medical only	15600	22%	\$2,500	Reimbursed, if	Reimbursed, if	N/A		\$2,500	4	2	N/A	N/A
CPP, full family	55950	39%	\$4,000			\$1,500		\$5,500	5.2	2	2025	2032
CPP member and spouse	37117	41%	\$2,500	\$4,000	Included in Prof total			\$6,500	4	2	2023	2029
N/A, retired	0	0	\$4,694	\$1,500				\$6,194	4.5 [13]	2		TBD
CPP, member only	18500	13%	\$500	\$750	\$250	\$9,000		\$10,500	4	2		2027
NONE	0	0	\$225	as requested	IRS rate per mile			\$225	8	2	none	pending
Covenant Plan only	8610	10%	\$1,500	\$1,500	\$1,000	\$500		\$4,500	4	2		2027
CPP, member only	25910	28%	\$2,500	\$1,000	\$350			\$3,850	4	2		2027
TPP with grant	22346	44%	\$2,500		\$1,000			\$3,500				
NONE	0	0	\$2,500	Reimbursed, if	Reimbursed, if	N/A		\$2,500	4	2	N/A	N/A
TPP, full family	43579	47%	\$4,556	\$7,000	Included in Pro	\$4,112	\$4,080 [14]	\$19,748	5	2	2025	
CPP, member only	36500	20%	\$8,000	Included in Co	Included in Con Ed total			\$8,000	5	2		2032
TPP [15]	34657	47%	\$2,500		\$1,500			\$4,000	5	2	2023	

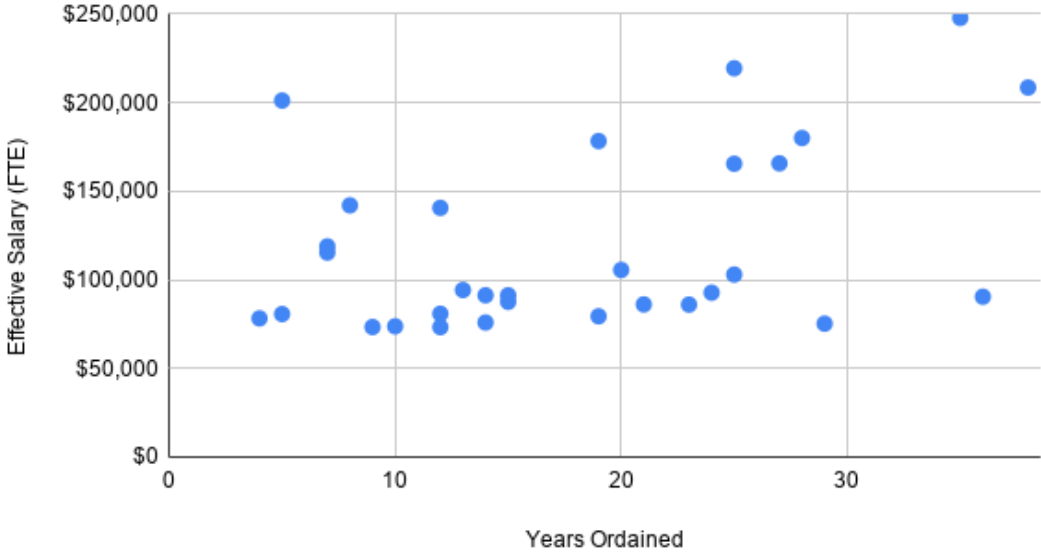
Pay Parity and Equity 2026
Presbytery of Southern New England

The below data include terms of call/compensation data collected from ministers and CREs currently serving in pastoral roles in congregations (installed and temporary), and in other installed positions. All comparisons are done using a calculated full-time equivalent salary for part-time positions. Please note that it has been a few years since COM was able to collect enough data for a meaningful compensation report, and no parity/equity report has been done in recent years. COM plans to continue analysis of pay parity and equity in PSNE and to bring consideration of this issue in work on the Minimum Compensation Policy for next year.

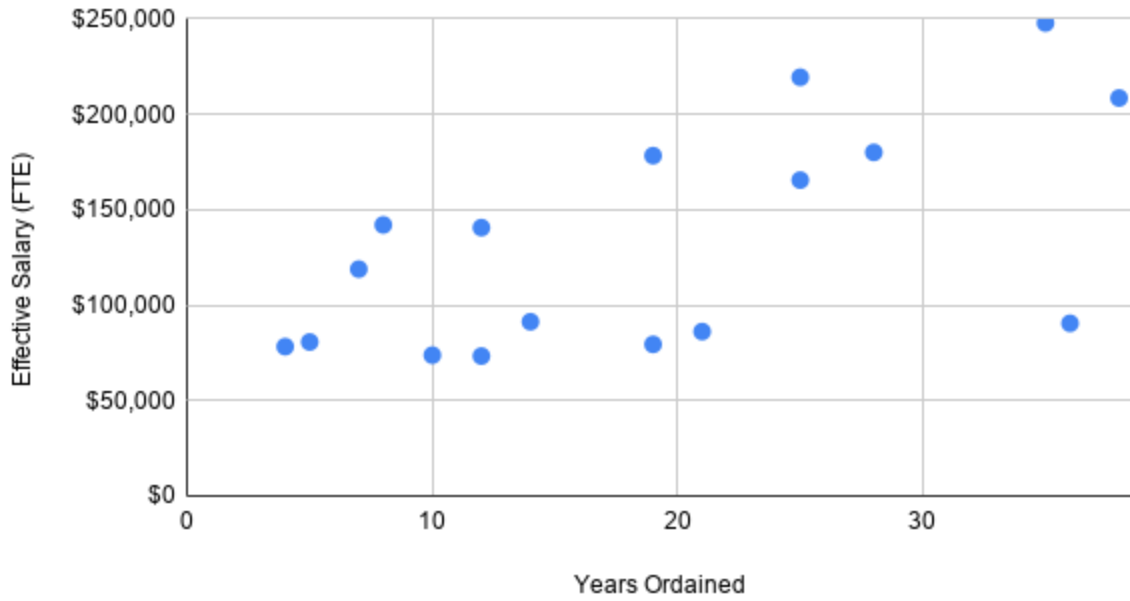
Average FTE Effective Salary	\$119,404	
Median FTE Effective Salary	92,722	
Average FTE Effective Salary Comparison:		
Cisgender Men	132,580	
Marginalized genders (Women & trans/nonbinary people)	103,404	(22%)
White people	121,321	
People of color	111,416	(8.2%)
White cis men	133,428	
Everyone else	109,275	(18.1%)
Women of color	74,604	(39%)
Everyone else	122,493	
Connecticut	138,398	
Massachusetts	76,672	
Rhode Island	87,258	
Fairfield County CT	166,856	
Everywhere else	85,132	(49%)
Under 100 members	98,998	
100-300 members	105,577	
300+ members	150,524	
Part-time	106,206	(16%)
Full-time	126,663	

Number of FTE Effective Salaries under \$80k	8	
Number of FTE Effective Salaries \$80k-\$110k	12	
Number of FTE Effective Salaries \$110k-\$150k	4	
Number of FTE Effective Salaries above \$150k	8	
	<i>Head of Staff or FT Solo Pastor</i>	<i>Other positions</i>
White cis men	9	5
White women & trans/nonbinary	6	5
Men of color	2	3
Women of color	0	2
	<i>Above median</i>	<i>Below median</i>
White men	7	6
White women & trans/nonbinary	7	5
Men of color	2	3
Women of color	0	2
	<i>Above average</i>	<i>Below average</i>
White men	7	6
White women & trans/nonbinary	2	10
Men of color	1	4
Women of color	0	2

Compensation vs. Experience



Compensation vs. Experience (Men)



Compensation vs. Experience (Women & trans/nb people)

