

**Presbytery of Cincinnati
Committee on Ministry
Minimum Effective Salary for 2020**

APPENDIX A to COM Report – Part 2 to Stated Meeting on November 12, 2019

Recommendation

That the Presbytery require a 3% increase in minimum effective salary for compensation for full-time pastors, part-time pastors and Commissioned Ruling Elders in 2020 whose salaries currently fall short of the minimum effective salary median. Further, that the Presbytery recommend a 3% increase for all pastors, according to the years of service and size of congregation.

Rationale

Ministers and Elders routinely collaborate on matters of faith, spiritual health, and the day-to-day functioning of the congregation. Then—once a year—they address the sensitive issue of the minister’s compensation.

The Committee on Ministry understands, and suggests to Sessions that it might helpful to give the minister’s compensation package higher priority and consideration. A church should provide its staff with adequate income so that they can fulfill their roles without undue concern about current and future financial needs. Freedom from financial anxiety lets a pastor focus on his or her service. It also helps your church attract and retain qualified pastoral leadership. A good compensation package is the fair thing to do. It compensates pastoral leaders for their investment in education, as well as for their talent, experience, and effort. Finally, a compensation package serves a managerial and motivational function. It can reward staff for meeting agreed-upon goals.

Often a Session will adjust a compensation package for the following: • Church income, worship attendance, and setting (urban/rural) • Pastor’s years of service, education plus additional circumstances such as: • Cost of living in your area/local economy • Pastoral performance, workload • Goodwill • History of previous raises for the pastor and other staff.

The current 2018 minimum compensation salary in each presbytery in the state of Ohio is as follows:

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|-----------------|---|
| \$51,267 | Miami Valley Presbytery (Dayton) |
| \$48,000 | Scioto Valley Presbytery (Columbus) |
| \$47,500 | Western Reserve Presbytery (Cleveland) |
| \$46,144 | Maumee Valley Presbytery (Toledo) |
| \$43,357 | Muskingum Presbytery (Eastern and Central Ohio) |
| \$43,054 | Presbytery of Cincinnati |
| \$41,000 | Eastminster Presbytery (Youngstown/Akron) |

This indicates that the Presbytery of Cincinnati, the third largest urban area in Ohio, is near the bottom of the compensation scale. We need to aspire to improve our salary expectation for those serving congregations.

Estimates for the 2020 Social Security Administration cost of living adjustment (COLA) is 3.0%.

A 3% increase, even if applied over 5 consecutive years, would keep Cincinnati in its current place. A 4% increase over 5 years would bring us in line with Miami Valley if no other Presbytery increased at all over that time period.

Our recommendation is therefore lower than an optimal level of increase but consistent with the Social Security Administration 2020 COLA estimate.

Additionally, most salary studies in mainline denominations (including our own), take into consideration the years of service of the pastor and the size of the congregation when determining salary minimums. The most recent Clergy Effective Salary study completed by the Board of Pensions can be found at https://www.pensions.org/AvailableResources/BookletsandPublications/Documents/ClergyEffectiveSalaries_2016.pdf

This brings the minimum compensation salary for 2020 to \$44,345.00.