

# Pennsylvania Southeast Conference Compensation Guidelines

**2020**

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In the call to ministry, a pastor and a congregation enter into a covenantal relationship. In this relationship, the pastor pledges to care for the spiritual needs of the community and the congregation in turn pledges to care for both the spiritual and temporal needs of the pastor. An important part of these temporal needs is a just wage consistent with the community in which the congregation resides, regardless of age, race, gender, sexual orientation or disability.

Mindful of this covenantal relationship, the Pennsylvania Southeast Conference provides the following guidelines for clergy compensation. The recommended salary structure takes into consideration both size of congregation and length of experience in ministry. These figures assume an ordained pastor and a full-time position (see special section for licensed or part-time ministers). In using these guidelines as a starting point for conversation, congregations are also asked to take into consideration additional factors unique to each setting, including annual performance reviews, additional advanced degrees, specialized training, and other measures of faithful and effective ministry (see for example the UCC Marks for Faithful and Effective Ministry). Also to be considered is the cost of living, particularly housing, in the particular vicinity of the church.

**The 2020 figures shown below include a 3.0% increase.**

**CASH SALARY recommendations for full-time pastors when no parsonage is provided** (includes housing allowance\*; years of pastoral service are cumulative, not limited to current setting)

MEMBERS	0 — 3 YEARS	4 — 10 YEARS	10 — 15 YEARS	OVER 15 YEARS
0—200	\$60,557 — \$74,321	\$61,935 — \$75,697	\$63,311 — \$77,075	\$64,687— \$78,451
200—400	\$64,681 — \$79,382	\$66,154 — \$80,851	\$67,622 — \$82,324	\$69,091 — \$83,793
400—800	\$74,382 — \$91,291	\$76,074 — \$92,978	\$77,765 — \$94,670	\$79,456— \$96,360
Over 800	\$84,085— \$103,197	\$85,997 — \$105,107	\$88,019 — \$107,018	\$89,819 — \$108,930

\* **Housing Allowance:** The percentage to be considered as housing allowance in the above grid is to be determined annually by the pastor and the church governing body.

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**CASH SALARY recommendations for full-time pastors when parsonage IS provided:**

MEMBERS	0 — 3 YEARS	4 — 10 YEARS	10 — 15 YEARS	OVER 15 YEARS**
0—200	\$46,581 — \$57,170	\$47,642 — \$58,227	\$48,699— \$59,289	\$49,759 — \$60,346
200—400	\$49,754 — \$61,065	\$50,886 — \$62,194	\$52,017 — \$63,323	\$53,147 — \$64,456
400—800	\$57,218 — \$70,223	\$58,519 — \$71,523	\$59,819 — \$72,823	\$61,118 — \$74,124
Over 800	\$64,681 — \$79,382	\$66,154 — \$80,851	\$67,622 — \$82,323	\$69,091 — \$83,793

**In addition to salary and housing, congregations are expected to provide the following benefits:**

- Full participation for pastor and eligible immediate family members in the Health (Plan A) and Dental (2000) and Vision Insurance Plan of the United Church of Christ or equivalent plan. (see the Pension Board website at [www.pbucc.org](http://www.pbucc.org) for details)
- Participation in the Pension Plan of the United Church of Christ in the amount of 14% of the salary basis (cash salary plus housing [if parsonage is provided, at least 30% of cash salary]) and 1½ % for the Life and Disability Plan.
- Social Security allowance paid on the basis of at least 50% of the applicable self-employment rate. (Pastors are considered self- employed for Social Security purposes and do not have funds automatically withheld.) This amounts to 7.65% of the pastor's salary plus housing allowance (or 7.65% of 130% of base salary if parsonage is provided).
- Reimbursement of the cost of the Ministerial Criminal Background Check (\$160).
- Four weeks of vacation time during each 12 months of service, including four Sundays. A vacation of one month per year (30 days).
- A Sabbatical Leave of three months after each six years of service in the current position in accordance with Conference/ Association guidelines and coordinated with the church consistory/council.
- Parental leave is extended if you and your family experience the birth or adoption of a child. You will receive twelve weeks of paid parental leave so that you can care for self and family. Unused parental leave is forfeited.
- Sick Leave: 12 days of sick leave per 12 months of service; sick leave can accumulate up to 120 days across the years of your ministry with us, though accumulated sick leave is not payable upon termination.

**ASSOCIATE/ASSISTANT PASTORS**

Guidelines for Associate/Assistant Pastors are recommended at least 85% of guideline figures or of Sr. Pastor Salary plus benefits.

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### INTERIM PASTORS

Pastors that are serving a congregation during a pastoral transition time are expected to be compensated in salary/housing and benefits at the same level as the settled pastor that is leaving.

### LICENSED PASTORS

It is recommended that a licensed minister, who is working comparable hours to an ordained minister, be compensated at 75% of the salary of an ordained person with similar years of experience serving the same size congregation.

### PART-TIME PASTORS

If half-time or more use appropriate percentage of the above guidelines; if less than half-time, use rate of \$30 per hour.

Part-time pastors should also receive benefits. For pastors serving  $\frac{3}{4}$  time: Using the percentage of cash salary (including housing) as a base, Pension (14%), Life and Disability (1.5%), and Social Security allowance (7.65%); full health and dental insurance.

For pastors serving half-time: Using the percentage of cash salary (including housing) as a base, Pension (14%), Life and Disability (1.5%), and Social Security allowance (7.65%); reimbursement for  $\frac{1}{2}$  the cost of health, dental and vision insurance, or church may consult with pastor to cover all of the insurance, in exchange for a reduction in cash salary.

### Also expected, but not part of the pastor's compensation, are the following:

- Reimbursement for travel for church work according to the rate allowable by the Internal Revenue Service is to be paid in a timely fashion.
- Reimbursement for continuing education (amount negotiated in the call and renegotiated annually, we recommend \$1,000) and allotted time for continuing education (amount negotiated in the Call, we recommend two weeks paid time including two Sundays)

It is appropriate for congregations providing a parsonage also to consider providing an Equity Allowance (\$2,000-4,000 per year) so that pastors may be able to provide housing for themselves in retirement.

This process is designed to enhance continued dialogue between pastor(s) and congregational leaders around compensation and benefits issues. It is made possible through your Basic Support of **Our Church's Wider Mission**.

### SUNDAY SUPPLY

The suggested compensation for a Sunday Supply pastor is \$200 for one service, travel expenses included, and additional compensation for additional services.

### Salary Team

Rev. Sue Bertollette, Ms. Barbara Guido, Rev. Mark Johnson, Rev. Edward Livingston  
Rev. Frances Merkel, Ms. Jennie Strauch, Ms. Rebecca Strauch, Ms. Michelle Witmyer