

Pastoral Oversight Commission 2018 Program Goals

1. Fulfill the purpose of this commission by "appointing qualified pastors for effective ministry and continuing harmony in all of our churches, and stand ready to be of assistance and/or deal with the concerns of any pastor or congregation."
2. Assist churches in the process of pastoral search by providing resources for profile, application, interview and employment as outlined in Pastoral Search and Employment packet.
3. Oversee the mentoring program for newly assigned pastors in Allegheny Region Churches.
4. Promote harmony among churches by overseeing matters according to Part I - General Program (ref. II. Boundaries)
5. Monitor suggested salary and benefits of Allegheny Region Conference pastors so our pastors can have support comparable to other Conferences and applicable denominations.
6. Provide work sheet to assist local churches and pastors for annual salary review.

Recommendations:

1. Recommend a 2% increase to the minister's salary scale for 2018 and that pastoral salary increases to be, at minimum, by the rate of inflation AND merit increases above that, as the congregation is able. If a Church is unable to give a minister a pay raise, they should show their appreciation in some other way.
2. Encourage each church to provide adequate health insurance and contribute to their pastor's retirement through General Conference program.

Note: Pastors who provide their own alternative health insurance should receive additional salary compensation.

3. Mileage re-imbursement rate set at the current IRS rate.
4. Keep the guest speaker's fee at \$65.00 a message plus mileage.

(Commission Budget for programs - refer to 2018 Budget)

Pastoral Oversight Commission

1. 2018 Recommended Minimum Base Salaries for Full Time Pastors

| Annual Church Budget or Income | Annual Average Sunday Morning Worship Attendance | | | | | | | Over 280 |
|--------------------------------|--|--------|--------|---------|---------|---------|---------|----------|
| | Under 40 | 41-80 | 81-120 | 121-160 | 161-200 | 201-240 | 241-280 | |
| Under \$30,000 | 24,090 | 24,918 | ----- | ----- | ----- | ----- | ----- | ----- |
| \$30,001-\$50,000 | 26,285 | 27,105 | 27,950 | ----- | ----- | ----- | ----- | ----- |
| \$50,001-\$75,000 | ----- | 29,316 | 39,172 | 31,216 | ----- | ----- | ----- | ----- |
| \$75,001-\$100,000 | ----- | ----- | 32,385 | 33,236 | 34,092 | ----- | ----- | ----- |
| \$100,001-\$150,000 | ----- | ----- | ----- | 35,452 | 36,305 | 36,496 | 36,899 | ----- |
| \$150,001-\$200,000 | ----- | ----- | ----- | ----- | 38,499 | 39,360 | 40,212 | 41,051 |
| Over \$200,000 | ----- | ----- | ----- | ----- | ----- | 41,559 | 42,429 | 43,279 |

Base Salary:

1. _____ Base Salary: see chart; refer to instructions for part-time and/or associate
2. _____ Education - not to exceed \$1500: see explanation
3. _____ Experience (add \$100 per year of pastoral service)
4. _____ **Total of lines 1, 2, and 3**

Housing Allowance:

- 5a. _____ Parsonage Value w/utilities (non-cash, subject to Social Security tax)
- 5b. _____ Utility/Housing Allowance (when minister pays own utilities in a parsonage)
- 5c. _____ Housing Allowance (when minister supplies own home, renting or buying)

Social Security Supplement:

6. _____ **Amount subject to Social Security (add lines 4, 5a, 5b, & 5c)**
7. _____ Social Security Supplement (multiply line 6 times 7.65% (.0765))

Summary:

8. _____ **Total Salary Package** (line 6 plus line 7)
9. _____ Actual Cash Compensation (line 8 minus line 5a)

Benefits:

10. _____ General Conference Pension (multiply line 8 times 12% (.12))
11. _____ Health Insurance (taxable under AHCA)

Other Professional Reimbursable Expense Allowances:

12. _____ Continuing Education/Books/Training Seminars/ARC Events
13. _____ Car mileage (if unknown, estimate by multiplying line 8 times 10%)
14. _____ Other Professional Reimbursable Expenses

Instructions to Calculate Pastoral Salaries:

1. **Base Salary:** Recommended minimum base salaries are for full time pastors. Find your church's average attendance in the top row. Follow that column down and select the line of your annual church budget. Your church may agree to pay more, but should have a goal to begin at this amount.
 - Full time Associates should be set at 75% of the amount for the senior pastor.
 - Bi-vocational or Part Time Pastors/Associates: Multiply salary figure from the chart by percentage of full time work the pastor is expected to provide (50%, 75%, etc.) and enter on line 1.
 - Circuits will correspond to the total combined attendance and budgets for churches of the circuit.

2. **Education:** Add the following amounts for completed education, limit of one from each category (Maximum is \$1500)
 - a. \$500 for a Ministry related Bachelor's Degree, or for W.T.S. Diploma
 - b. \$500 Seminary Master Degree, i.e. M.Div., M.Th., M.P.C., etc. (or, \$250 for a Master's Degree other than Seminary degree)
 - c. \$500 for doctor related degree (D.Min., D.Th., Ph.D., etc.)
3. **Experience:** Add \$100 for each year of pastoral experience.
4. Add items 1, 2, & 3 - this is the base salary for your pastor. (May be adjusted for housing allowance below)
5. **Housing Allowance** calculations (these must be stipulated to meet IRS rules):
 - a. **Parsonage** - rental value (Note: conference uses \$6000 for insurance purposes).
 - b. **Utility/Housing Allowance** (when pastor pays own utilities while living in parsonage) - include all utilities, basic phone, heat and furnishings such as drapes, curtains, carpeting, etc.
 - c. **Housing Allowance** (when pastor supplies own home whether renting or buying). This amount may be set by agreement between pastor and church. The pastor is accountable to IRS as actual incurred expenses. Additional housing allowance may be designated from base salary (Item 4) by mutual agreement of church & pastor.
6. Add lines 4, 5a, 5b, and/or 5c.
7. **Social Security Supplement** (pastors are responsible for full 15.3%): Multiply line 6 times 7.65% (.0765).
8. **Total salary:** Add line 7 to line 6. This is the pastors total salary package.
9. **Cash Compensation:** Subtract line 5a from line 8. This is the cash amount distributable to payroll.
10. **General Conference Pension:** Multiply line 8 times 12%.
11. **Health Insurance.** Budgeting this item should reflect possible increases due to current economic trends. Note: When a pastor has insurance through another resource (i.e. other employment, previous employer pension, spouse's employment, etc.) a church may want to consider an applicable increase on line 1. Please also remember that the IRS has determined that this is now taxable income for the pastor.
12. * **Continuing Education/Books/Training Seminars** may be set by needs of pastor but should reflect a goal of at least one continuing experience (books, seminar, etc.) each year in addition to Impact.
13. * **Car/Mileage Allowance:** If not known, estimate by multiplying salary times 10%.
14. * **Other Professional Reimbursable Expenses:** Include other travel expense, meals, etc. Also, any other items that will be allowed for reimbursable expenses.

* Reimbursements cannot exceed actual expenses, and only after they are incurred.

- * Pulpit Supply: Guest Speakers and Evangelists (pastoral or lay, morning or evening): \$65.00 honorarium per each speaking engagement, plus mileage. (Circuits: Each church pays \$65 speaker fee, but divides the total mileage by the number of churches on the circuit).
- ** Interim pastors: will be set individually by the agreement established for expected interim care.