

2023 Minister Minimum Compensation and Pulpit Supply Guidelines



At the October 25, 2022 Assembly, the Assembly approved an increase in the minimum salary for ministers in the Presbytery. The Minister Minimum Compensation figure is revised each year. The recommendations which are being proposed reflect a 5% increase to the Effective Salary (as defined by the Board of Pensions) for pastors. The increase is a high mid-point based on Bureau of Labor Statistics which report that the consumer price index for the Denver region increased by 8.2%. The Social Security increase is predicted as of now at 8.7%.

The changes are as follows:

1. The 2023 effective minimum salary and housing in Denver Presbytery shall be \$56,773 (a 5% increase amounting to \$2,703 annually).
2. When a manse is furnished for the pastor's use, the annual minimum for 2022 shall be \$41,335 (a 5% increase which amounts to \$1,968 annually).
3. The "study leave" period minimum shall be two weeks, including 2 Sundays, and it may be cumulative for 3 years. This reflects no change from 2022.
4. The "continuing education" minimum shall be \$1000 per year. (The figure was increased 2019, with no change in 2021 or 2022.)
5. The annual vacation minimum shall be 4 weeks, including 5 Sundays. (No change is being proposed in 2022.)
6. As in past years, churches shall be instructed on the importance of meeting pastor ministry and mileage expenses through an accountable reimbursement program.
7. Churches in the Presbytery whose ministry location puts them in an area of extreme housing costs are encouraged to find ways to face this burden. Such approaches could include "equity share" investments to reduce the cost of a monthly mortgage payment, purchase of a manse or other creative financing approaches.
8. The funding of Board of Pension dues for plan participants should be determined by each congregation working with plan participants who elect optional coverage programs. Such tools could include IRS Part 125 plans (healthcare reimbursement accounts, Health Flexible Spending Account, Health Reimbursement Arrangement, etc.) or others. IRS Publication 969 may be useful to both ministers and congregations, and parties are also encouraged to contact the Board of Pensions for assistance.
9. The Presbytery strongly recommends that each Session and installed pastor plan for a Clergy Renewal. If there is no plan for a Clergy Renewal, there are resources available to assist that conversation; if the congregation has a Clergy Renewal (Sabbatical) Plan, it should be reviewed each year to be sure session, congregation and minister are "on track".

Approved by COM: October 3, 2022

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PULPIT SUPPLY GUIDELINES

Current Committee on Ministry guidelines for supply preaching recommend \$175 to conduct one worship service on a Sunday and \$225 for conducting two worship services on a Sunday. This recommendation has not changed from the 2021 and 2022 Guidelines.