

Conference Guidelines for Pastor's Compensation 2016

Many factors influence a congregation's decision on a pastor's cash salary. But the pastor's experience is one of the most important factors. The Southern Conference recommends the following figures as a guide; salary increases beyond the suggestions should be made as appropriate.

1-5 Years Experience \$39,251.62

6-10 Years Experience \$46,167.44

11+ Years Experience \$51,974.01

The above figures do not include housing (either parsonage or housing allowance), utilities, annuity contributions, insurance (health, dental, disability/life), or other professional expenses such as continuing education and travel. This cash salary will vary, of course, with the size of the congregation and the responsibilities borne by the pastor. In addition to the cash salary, the Conference also recommends that a Pastor's compensation include:

- **Housing Allowance:** At least 30% of the cash salary, or provision of a parsonage
- ***UCC Health Insurance:** \$18,957 for a family coverage, \$8865 for individual coverage (annual figures based on 2016 Pension Board Rates and are for ages 40+)
- ***UCC Dental Insurance:** \$1,080.00 for a family coverage, \$489.00 for individual coverage (annual figures based on 2016 Pension Board Rates and are for ages 40+)
- ***Pension Fund:** An annual contribution of 14% of cash salary plus housing allowance
- ***Life Insurance and Disability:** Can be provided if your employer makes pension contributions of any percentage. This plan provides long-term income in the event of disability, plus term life insurance benefits based on your age and salary basis.
- ***Vision Care:** Coverage is now offered to individuals and family members paid directly to the Pension Board. Single Rate is \$100 annually; Family Rate is \$249.00 annually. Contact the Pension Board for more information.

*These items are programs of the UCC Pension Boards. For detailed information and other rates on their programs, please call 1-800-642-6543 or check out their website at pbucc.org. Pension Board participants are contacted in the fall of each year with rates for the following year.

Where a church has a membership of less than 100, or the pastor has less than full academic training (college and seminary), it is suggested that the compensation be 80% of the above cash salary figures, and other benefits should be adjusted. Where the pastor has other employment the church should assist in developing a benefits package.