

Wisconsin Conference UCC-Authorized Ministry Salary Guidelines 2016-2017

This document contains the recommended authorized ministry compensation guidelines (ordained, licensed, commissioned ministers, including those serving in interim ministries) for the Wisconsin Conference UCC, for the 2016-2017 calendar years. These guidelines are offered to assist churches and authorized ministers in negotiating compensation packages for new and continuing church pastors. The Wisconsin Conference Commission on Church and Ministry is working on a new edition of the compensation booklet last printed in 2013, the new booklet will become available in the summer of 2017.

Factors considered in this one year updated set of guidelines include:

- ❖ Churches will re-negotiate compensation with their authorized minister on an annual basis
- ❖ In considering compensation, churches will consider what is a fair and livable income for person's living in their particular geographic and economic community
- ❖ Churches are most interested in the total package figures to support their pastor, so the table that is included reflects total package figures (this includes cash salary, housing and benefits), churches and their pastor have latitude to adjust some of the specific line items in the package in ways that support the needs and advantages of the pastor, even as the total package figure may stay the same
- ❖ The table that is included offers "Step" increases, which are outlined below. The Steps are offered such that churches will consider not only longevity in calculating compensation, but also effectiveness, training and the variations in cost of living in different sized communities and churches
- ❖ The scope of these updated guidelines is limited to authorized ministers in full-time positions, churches with part-time and shared pastoral ministries will need to negotiate prorated packages, but should not lose sight of fair and livable support for their pastor
- ❖ Though vacation time is not a monetary element of compensation it is a basic expectation that all full-time authorized ministers be given four weeks of paid vacation each year beginning the first year of their call

Step Descriptions

- ❖ **Step A:** entry level, no ministerial or applicable experience other than field education in seminary, low cost of living community
- ❖ **Step B:** entry level to early mid-level experience, 2-5 years ministerial and/or applicable experience, relatively low cost of living community

- ❖ **Step C:** mid-level, 5-15 years of ministerial and/or applicable experience, moderate cost of living community
- ❖ **Step D:** mid-level, 10-20 years of ministerial and/or applicable experience and proficiency in special skills, moderate to high cost of living community
- ❖ **Step E:** high mid-level to senior level, 20 or more years of ministerial and/or applicable experience, high level of specialized skill proficiency, advanced training and/or degrees, higher cost of living communities

Using "Base Salaries" (base salary figure does not include housing allowance) in the mid ranges of previous guidelines the following calculations have been made for what this would actually cost as a package for a local congregation paying a full time pastor:

Base \$33,682 – Step A

	<u>With parsonage</u>	<u>Without Parsonage</u>	<u>@ 30% Housing</u>
Base Salary	33,682	33,682	33,682
Annuity/Life Ins.			
/Disab. (15.5%)	7,147	8,652	7,296
Housing Allow.	----	18,241	10,104
Soc. Sec.*	3,284	3,894	3,284
Utilities	4,000	----	----
Health/Dental	15,000	15,000	15,000
Ed./Books	<u>1,000</u>	<u>1,000</u>	<u>1,000</u>
Package	64,113	80,469	70,366

Base \$37,649 - Step B

	<u>With Parsonage</u>	<u>Without Parsonage</u>	<u>@ 30% Housing</u>
Base Salary	37,649	37,649	37,649
Annuity/Life Ins.			
/Disab. (15.5%)	8,326	9,232	8,155
Housing Allow.	----	18,241	11,295
Soc. Sec.*	3,671	4,192	3,671
Utilities	4,000	----	----
Health/Dental	15,000	15,000	15,000
Ed./Books	<u>1,000</u>	<u>1,000</u>	<u>1,000</u>
Package	69,646	81,122	76,770

Base \$41,881 – Step C

	<u>With Parsonage</u>	<u>Without Parsonage</u>	<u>@30% Housing</u>
Base Salary	41,881	41,881	41,881
Annuity/Life Ins.			
/Disab. (15.5%)	9,262	10,018	9,072
Housing Allow.	----	18,241	12,564
Soc. Sec.*	4,083	4,509	4,083
Utilities	4,000	-----	
Health/Dental	15,000	15,000	15,000
Ed./Books	<u>1,000</u>	<u>1,000</u>	<u>1,000</u>
Package	75,226	90,649	83,559

Base \$47,041 – Step D

	<u>With Parsonage</u>	<u>Without Parsonage</u>	<u>@30% Housing</u>
Base Salary	47,041	47,041	47,041
Annuity/Life Ins.			
/Disab. (15.5%)	10,402	10,878	10,190
Housing Allow.	----	18,241	14,112
Soc. Sec.*	4,586	4,896	4,586
Utilities	4,000	-----	----
Health/Dental	15,000	15,000	15,000
Ed./Books	<u>1,000</u>	<u>1,000</u>	<u>1,000</u>
Package	82,029	97,056	91,929

Base \$57,081 – Step E

	<u>With Parsonage</u>	<u>Without Parsonage</u>	<u>@30% Housing</u>
Base Salary	57,081	57,081	57,081
Annuity/Life Ins.			
/Disab. (15.5%)	12,623	12,551	12,364
Housing Allow.	----	18,241	17,124
Soc. Sec.*	5,565	5,649	5,565
Utilities	4,000	-----	----
Health/Dental	22,119	22,119	22,119
Ed./Books	<u>1,000</u>	<u>1,000</u>	<u>1,000</u>
Package	102,388	116,641	115,253

* The calculation for "Social Security Allowance" was calculated by taking the base salary +30% or the actual housing allowance provided. Then, in the first column the Annuity (14%) and Life Insurance/Disability (1.5%) were combined (15.5%) and figured on the cash salary + Social Security Allowance + housing (or 30% of cash salary + social security).

Some congregations may "save" money by paying less in health/dental costs than the maximum amounts which have been calculated on these charts. Auto Use Reimbursements, which every congregation ought to pay, are not included here because they are not a "benefit" to the pastor, but only an offsetting of costs the pastor pays out and is then reimbursed by the congregation.

NOTE: The center column is calculated using \$18,241 as the Housing Allowance based on the figure given in the 2013 salary booklet. Since both Social Security and the Pension Board calculate Housing as a benefit which amounts to 30% of cash salary we have included this calculation in the third column.