

## **EXECUTIVE SUMMARY OF 2022 CHANGES IN COMPENSATION AND PERSONNEL POLICIES FOR PASTORS**

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In 2006, National Capital Presbytery adopted its Compensation and Personnel Policies for Pastors (Policy). The full text of the Policy follows the Executive Summary. Elements of the Policy change annually. The key changes are described below as guidance to churches developing or reviewing terms of call.

### **Annual Cost of Living Adjustment**

The Presbytery provides congregations with a suggested percentage increase in the financial terms of call based on the increase in cost of living. For 2022, the cost-of-living percentage increase is 1.5%. This increase is applied to the total of the cash salary and housing allowance. While the cost of living is a good benchmark, it should not be used as the sole factor. Other considerations such as experience, length of service, and ratios to other staff members might also be considered.

### **Equity Allowance**

Pastors living in church owned manses shall receive an equity allowance. The minimum allowance for 2022 is \$8948.

### **Minimum Effective Salary for Board of Pensions**

The Policy establishes a minimum effective salary for pastors. For terms of call in calendar year 2022 (Jan. 1 – Dec. 31, 2022) minimum salaries are based on geographic locations to consider the widely varying housing costs within our Presbytery. See Appendix for more details.

### **Minimum Hourly Rate (less than 20 hours per week)**

The minimum hourly rate for a pastor is based on the full-time salary which would be in effect for the geographical location. This rate is divided by 2080 hours to find the minimum hourly rate for a congregation. Minimum hourly salaries already include BOP and other benefits. No additional provisions need be made for contractual agreements of less than 20 hours per week.

### **Questions?**

Contact the Administrator to the Committee on Ministry at [dbickel@thepresbytery.org](mailto:dbickel@thepresbytery.org) or call 240-514-5351.