



National Capital  
PRESBYTERY  
MISSIONAL · PASTORAL · PROPHETIC

September 22, 2022

Dear NCP Churches and Pastors –

Fall blessings to you!

The month of September, the start of school and Sunday School Kick-Offs make our thoughts turn to...next year's church budget. As you plan for next year, a few things from the Committee on Ministry.

### **COLA Increases**

COM, with the input of the presbytery staff, has struggled with how to account for inflation, without shocking church budgets. For 2023, a 6% increase would match the current inflation rate. COM is recommending a COLA increase of anywhere from 3% to 6% for pastors and church staff, as your church budget allows. If you choose 3%, you may add non-monetary benefits to cover some of the gap. For example, the church might offer two extra weeks off for 2023, and an additional two weeks for 2024.

The presbytery is following this model. This is meant to be a temporary benefit, in lieu of cash. Or the church might add money to the pastor's professional expense line, which does not add to the cost for benefits.

### **Increase in the cost of Board of Pensions benefits**

If you are / your pastor is part of the Pastor's Participation plan from the Board of Pensions, those costs will increase to 39% of effective salary, as of January 1, 2023. (Up from 37%.)

### **Minimum Terms of Call**

If you are searching for a new pastor, the minimum salary for pastors is also increasing, to keep up with inflation. The total salary, made up of cash plus housing, varies by zip code, as the cost of housing varies around the area. We can help you with this calculation. The base salary, before housing costs, will be \$39,473 plus housing for 2023.

### **Pastoral searches**

Building on the vision of John Molina-Moore, COM is attempting to help churches search for pastors more nimbly. We have a way to shorten the self-study process and create the Ministry Information Form (MIF) more quickly. Want to try it? Contact me or [John Molina-Moore](#).

### ***Big thanks to Stephen Smith-Cobbs!***

Stephen served as the COM chair for seven years, seeing the presbytery through leadership changes, and helping countless churches through transitions. We're grateful for the time and energy he gave to this work, and for the way he used his wisdom to serve the presbytery.

Let me know how the Committee on Ministry can support your ministry!

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