

PASTOR'S COMPENSATION 2009-2010

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	\$33,851.42
6-10 Years Experience	\$39,815.76
11+ Years Experience	\$44,823.47

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: \$14,307.00 for a family coverage, \$6,693.00 for individual coverage (annual figures based on 2009 Pension Board Rates)
- *UCC Dental Insurance: \$1011.00 for a family coverage, \$459.00 for individual coverage (annual figures based on 2009 Pension Board Rates)
- *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 at least 11%. This plan provides long-term income in the event of disability, plus term life insurance benefits based on your age and salary basis.
- *Group Life Insurance: Can be provided if your employer makes pension contributions of at least 11%. Eligibility for a low term life insurance varies by age and is not related to salary. (As of January 1, 2005 no new enrollments are being taken. Contact the Pension Board for additional information)
- Vision Care : Coverage is now offered to individuals and family members paid directly to the Pension Board. Single Rate is \$90.00 annually, Family Rate is \$224.40 Annually. They can contact Pension Board for more information.

**These items are programs of the UCC Pension Boards. For detailed information on their programs, please call 1-800-642-6543,*

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.

A booklet entitled, *Pastor's Compensation: Supporting An Effective Ministry* is available from the Conference and Association offices.