

**For action, June 27, 2017**

**#10 2:15 p.m.**

COMMITTEE ON MINISTRY  
The Presbytery of Long Island

2017 Compensation Report Summary

The Committee On Ministry recommends that the Presbytery approve the attached 2017 Compensation Report. It reports the status of the churches in the presbytery as of June 1, 2017, as best we know it. It includes changes in terms of call for installed pastors. It also includes the compensation for all pastoral service in all the churches of the Presbytery. Membership of the churches, the years since ordination of the pastors, and the number of hours per week they are called to work have also been included. Three installed pastors did not report their compensation.

Currently there are 54 churches in the Presbytery, of which two are yoked. 26 are served by installed Pastors or Designated Pastors, 21 by Pastors defined as temporary by the *Book of Order*, and 2 by Commissioned Ruling Elders. 5 pastoral positions are vacant. There is one installed Associate Pastor. Currently there are no Assistant Pastors or Parish Associates. 31 of the positions are full-time; 20 are part-time. The compensation of 11 pastors is below the Presbytery minimum. One of those is installed; the rest are in temporary positions.

Compensation is included for 24 pastors in full-time positions living in manses. The amounts reported for them are their cash salary, including their manse allowance, plus their tax-deferred investment. It does not include the value of the manse they are living in and, therefore, should not be compared with national statistics for effective salary. For these pastors the mean is \$58,799, and the median is \$59,947. These figures are both approximately 1% higher than last year.

Compensation is included for 5 reporting pastors in full-time positions receiving housing allowances. The amounts reported for them are their cash salary plus their housing allowance plus their tax-deferred investment. For these the mean is \$82,753, and the median is \$84,708. Comparing these numbers may not be significant because so few calls are involved.

Of the 30 positions for which a report was received in the two successive years, 21 pastors received an increase, and 9 did not. The mean increase was 3.8%, and the median increase was 1.95%.

Our churches continue to experience the repercussions of the high cost of living on Long Island. Salaries that do not meet each annual increase in cost of living result in a loss of purchasing power. The Committee is particularly concerned that often increases are given only to pastors and not to lay employees. It urges sessions to pay particular attention to both the salaries and the benefits of those employees.