

2024 Minister Minimum Compensation and Pulpit Supply Guidelines

Research reveals that the 2024 national median salary for ministers is projected to be \$67,100. It's important to note that this median accounts for various regions, some with lower living costs. Denver ranks as the 7th most expensive metro city in the USA and housing costs in mountain communities further escalate living expenses.

To align with the cost of living, the Presbytery increased the minimum by 5% for 2023, totaling \$2,703 and we're still far from competitive.

To address this, the Ministry Relations Committee recommends a 5.7% increase for 2024, raising the minimum to \$60,000 plus board of pensions, amounting to an average church increase of \$270 per month.

1. The 2024 effective minimum salary and housing in Denver Presbytery shall be \$ \$60,000 (approx. 5.7 % increase amounting to *approximately \$3,200* annually).
2. When a manse is furnished for the pastor's use, the annual minimum for 2024 shall be \$ 43,691. (a 5.7 % increase which amounts to \$2,356. annually).
3. The "study leave" period minimum shall be two weeks, including 2 Sundays, and it may be cumulative for 3 years. This reflects no change from 2023.
4. The "continuing education" minimum shall be \$1000 per year. (The figure was increased in 2019, with no change in 2024.)
5. The annual vacation minimum shall be 4 weeks, including 5 Sundays. (No change is being proposed in 2024.)
6. As in past years, churches shall be instructed on the importance of meeting pastor ministry and mileage expenses through an accountable reimbursement program.
7. Churches in the Presbytery whose ministry location puts them in an area of extreme housing costs are encouraged to find ways to face this burden. Such approaches could include "equity share" investments to reduce the cost of a monthly mortgage payment, purchase of a manse or other creative financing approaches.
8. The funding of Board of Pension dues for plan participants should be determined by each congregation working with plan participants who elect optional coverage programs. Such tools could include IRS Part 125 plans (healthcare reimbursement accounts, Health Flexible Spending Account, Health Reimbursement Arrangement, etc.) or others. IRS Publication 969 may be useful to both ministers and congregations, and parties are also encouraged to contact the Board of Pensions for assistance. <https://www.pensions.org>
9. The Presbytery strongly recommends that each Session and installed pastor plan for a Clergy Renewal. If there is no plan for a Clergy Renewal, there are



resources available to assist that conversation; if the congregation has a Clergy Renewal (Sabbatical) Plan [Clergy Renewal Guidelines click [here](#).]

PULPIT SUPPLY & SESSION MODERATOR GUIDELINES

Current Ministry Relations guidelines for supply preaching recommend \$175 to conduct one worship service and \$225 for conducting two worship services. (This recommendation has not changed since 2021)

Current Ministry Relations Committee guidelines for serving as a Moderator of Session is a recommended \$100 per meeting.

Approved by Ministry Relations Committee – September 20, 2023

Approved by Assembly - October 24, 2023

