

Approved: June 28, 2011

COMMITTEE ON MINISTRY
The Presbytery of Long Island

2011 Compensation Report Summary

The Committee On Ministry recommends that the Presbytery approve the attached 2011 Compensation Report. 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. One pastor did not report his compensation.

Currently there are 56 churches in the Presbytery, of which two are yoked. 35 are served by installed pastors, 12 by pastors defined as temporary by the *Book of Order*, and 4 by Commissioned Lay Pastors. 5 pastoral positions are vacant. There are 2 installed Associate Pastors and 3 Temporary Supply Associate Pastors. 35 of the positions are full-time; 20 are part-time. The compensation of 3 pastors is below the Presbytery minimum. Of those, 1 is in an installed position, and 2 are temporary.

Compensation is included for 29 pastors in full-time positions living in manses. The amounts reported for them are for 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 \$56,281, and the median is \$56,540. These figures are 1.6% and 2.0% higher respectively than last year.

Compensation is included for only 6 pastors in full-time positions receiving housing allowances. The amounts reported for them are for their cash salary plus their housing allowance plus their tax-deferred investment. The mean for these positions is \$83,816, and the median is \$81,114. These figures are 0% and 3.4% higher respectively than last year. However, making comparisons using these numbers may not be valid because of the very small number of calls involved.

Of the 49 positions for which a report was received in the two successive years, 35 pastors received an increase, and 14 did not. The mean increase was 4%, and the median increase was 3%.

We understand the difficulties many congregations are facing in this economy, and we are certain that all are aware that the same economic pressures may also be affecting pastors and their families. The high cost of living on Long Island does not appear to be decreasing. We continue to encourage all sessions and congregations to give careful thought to their pastors' compensation, taking into account the compensation of other professionals on Long Island, the compensation of pastors in other parts of the country, and the average salaries of local church members.