

**Supporting Our Ministry
Compensation Minimums for the Iowa Conference UCC
2010 Guidelines**

Page 2:

2010 Ministerial Cash Salary Guidelines

The following table and notes indicate recommended base cash salary based on church membership size and the minister's years of experience. It is important to note that the value of a provided parsonage or cash housing allowance is NOT included in the figures below. For the compensation package to meet these guidelines it must include BOTH the cash salary as calculated below AND the value of a provided parsonage or cash housing allowance.

Church Membership	1-100	101-200	201-300	301-400	401-500	501 +
	\$28,480	\$29,175	\$29,870	\$30,565	\$31,260	\$31,955

These amounts are for a pastor in his/her first year of ministry. The amounts above should be increased by \$490 for each additional year of pastoral experience. A pastoral compensation package does not meet conference guidelines unless it includes the recommended adjustments for church size and years of ministry experience.

Notes: The base recommendation (the amount to the far left of the line above) has been increased by approximately 0.4% over the recommended amounts for 2009. The incremental increase for each year of experience has also been increased by 2.1% (from \$480 per year of experience in 2009 to \$490 per year of experience in 2010).

Including an additional year of experience, these recommendations suggest effective increases ranging from 2.15% for a pastor moving from no experience (the far left of the table) to one year of experience in that smallest size church to an increase of 1.95% for a pastor moving from 20 to 21 years of experience at the far right side of the scale. For purposes of comparison, the Consumer Price Index (CPI) increased 5.8% from January 2008 to January 2009.

It must be borne in mind that these recommended increases apply only to cash salary. It is important to remember that a pastor receiving a housing allowance must receive a similar increase in that allowance or else his/her effective increase will be substantially smaller than the percentages described above.

The Iowa Conference is well aware that many of our churches struggle to meet these guidelines. The first approach in such a situation must be a careful inward look in which the congregation openly and prayerfully considers whether it is really teaching and challenging its members to be generous givers and faithful stewards of the financial resources God has given to each. In cases where the resources to compensate at the guideline minimums cannot be obtained, it is important to enter into constructive negotiation with the pastor about alternative ways to recognize and honor the pastor's work. Some pastors might gladly accept additional time off, additional vacation time or other non-economic

considerations in lieu of a compensation increase. Other ways to acknowledge a pastor's faithful service might include a year-end bonus, or a contribution toward paying off his/her/seminary debt, or (for pastors who live in a parsonage) contributions toward a (usually tax-deferred) housing equity fund (see next section).

For the complete version of the salary guidelines, visit our website, www.ucciaconf.org and click on the link "Local Church Resources" and the Compensation Guidelines link under "Pastors".