

Approved, November 15, 2022

COMMITTEE ON MINISTRY
The Presbytery of Long Island

2022 Compensation Report Summary

A report on the Presbytery's compensation is necessarily a "snapshot" taken at a specific time because our pastors' compensation changes on many dates throughout the year, not just on January 1. This year the "snapshot" is taken in early November and covers our pastors' compensation 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. Two installed pastors did not report their compensation.

Currently there are 54 churches in the Presbytery. 19 are served by installed Pastors, 21 by Pastors defined as temporary by the *Book of Order* and/or Presbytery policy, and 3 by Commissioned Ruling Elders. There is 1 installed Associate Pastor. 10 pastoral positions are vacant. 21 of the positions are full-time; 23 are part-time. The compensation of 12 pastors is below the Presbytery minimum. 4 of those are installed; the rest are in temporary positions.

For 2022, compensation is reported for 15 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 \$65,184, and the median is \$66,197. These figures are 2.1% and 4.4% higher respectively than in 2021.

Also for 2022, compensation is included for 5 pastors in full-time positions receiving housing allowances. The amounts reported for them are their cash salary, their housing allowance, and their tax-deferred investment. The mean for them is \$102,499, and the median is \$94,120. Because there are so few pastors in this category, comparisons may not be valid.

Between 2021 and 2022 a wide variety of increases was granted by the churches. The Presbytery recommended at least 2.0%. Of the 20 churches that reported numbers for both years, the mean was 4.1% and the median was 2.95%. It is encouraging that so many churches granted increases in excess of the recommendation. It shows that they recognized the pressures our pastors were under because of the pandemic, and it may be indicative that giving did not fall off as much as we had feared.

In spite of so many challenges, our churches have been able to find creative new ways to worship, to continue their many and varied mission involvements, and to pay their pastors fairly. The high cost of living on Long Island continues to be a major factor, as well as the downward national trends of church viability.