

2021 Employment and Compensation Guidelines Changes and Items of Note

This document is basically the same as previous versions, with the following significant changes:

1. Where previous year's versions have recommended COLA (Cost of Living Allowance) increases for clergy, this year makes no such recommendation and keeps the minimum effective salary level the same as 2020. Similarly, no changes were made in the "Fees for Pastoral Services" noted in the guidelines. This action is taken in light of the current economic conditions and notes that we currently have no clergy at the minimum level.

The new document does strongly suggest that pastors receive salary increases for a job well done, and that increases not be tied solely to the annual COLA increase.

2. The Family Leave section of the guidelines has increased the time available and the reasons for family leave for clergy. The recommended new policy is in keeping with the direction of overtures presented to the General Assembly, and postponed for consideration until 2022. Please see the Family Leave section on pages 7 & 8 of the document for further details.
3. The 2021 version also changes the pastor's work week from 48 hours to simply "Full Time." This change is made with the understanding that clergy are, for the most part, "exempt" employees who do not receive hourly wages. However, the Board of Pensions defines half-time as 20 hours a week and this document follows the lead of the BOP in this regard.
4. The final change is that this document refers readers to Board of Pensions web sites on a frequent basis. Since the last rewrite of these guidelines, the BOP has greatly expanded services with their "menu" of insurance options and strengthened their on-line information delivery. We encourage use of those resources.