

Classis of Montgomery, RCA  
**2024 Ministerial Minimum Compensation Guidelines**  
Effective: January 1, 2024

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1. CLASSIS SALARY MINIMUM

*NOTE: The MSG committee feels strongly that there is a need for some clarity as to the use of this document. For example, the figure in 1a) has never been intended to be the designated amount that clergy in Montgomery Classis are paid. The figure in 1a) is primarily intended to serve as a starting point for conversations with ministers coming into our classis which is why we are not changing it this year. If someone would interpret this as recommending no raise in clergy compensation they would be greatly mistaken. We believe it is very important for pastors and consistories to interact annually about compensation and we are providing some guidance in 1b) to help that interaction.*

- a. The minimum salary of the Classis of Montgomery for 2024 for a full-time installed pastor will be \$38,237. This is not the designated salary This salary is negotiable at the time of the call. This is not a salary recommendation and certainly not a recommendation or maximum.
- b. Consistories should have an annual review regarding compensation that should include a cost of living increase as well as the potential for other performance or circumstance-based increases to salary. For 2024 it should be noted that the cost of living increase is projected to be 3%.
- c. A minimum of 4 weeks vacation each year.

2. OTHER REQUIREMENTS AND COMPENSATIONS FOR FULL-TIME INSTALLED MINISTERS:

- a. Suitable housing in a church parsonage including utilities, or suitable housing allowance for the pastor's purchase of a home, not to be less than 40% of the base salary.
- b. One-half self-employment Tax (social security) reimbursement is based upon the value of salary plus the value of housing provision.
- c. Full church portion annuity payment into the denominational pension fund where applicable.
- d. Travel reimbursement equal to at least 12% of minimum salary or actual mileage reimbursement as agreed to by the pastor and consistory.
- e. The meeting of professional expenses of ministry: negotiated at time of call Church supplies, Books, Business phone calls, etc.
- f. Contributions in accordance with the current Book of Church Order (BCO) and Call to Ministry Formulary to retirement, group life insurance, long-term disability insurance, medical insurance, and dental insurance. The BCO is available at [www.rca.org](http://www.rca.org).
- g. A professional development allowance of 1/52nd of the annual salary (1 week) plus one week per year study leave which may be accumulated for four years with the consent of the pastor and the consistory. Also, time (not including a Sunday) for a personal retreat using one of the prayer cabins at Fowler. Cost for 2 nights covered by the Classis.
- i. The church will provide 6 paid weeks of maternity/paternity leave. (Appendix B)

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3. PULPIT SUPPLY:

- a. The classis recommends that a church pay \$130.00 per service for pulpit supply plus mileage at the current IRS rate.

4. OTHER CONSIDERATIONS:

- a. For those pastors staying with a church for 7 or more years a sabbatical of at least 3 months should be planned (Appendix A)
- b. One additional week including one Sunday of vacation for every five years served in that church not to exceed eight weeks
- c. Because of the prevalent use of cell phones to do business, reimbursement for the same should be considered.
- d. Churches and pastors are encouraged to consider that pastors living long-term in housing owned by the church are not necessarily building equity and will need to plan accordingly regarding housing in retirement.
- e. Any other items that Pastor and Consistory deem important should be figured into discussion both at time of call and yearly at budget time.

**APPENDICES**

**Appendix A – Sabbatical Guidelines**

- A. Sabbatical leave procedures are to be considered flexible so as to accommodate unusual opportunities that may develop.
- B. Since the local congregation and the church at large are ultimately enriched by the pastor's sabbatical leave, it is desirable that there be shared planning with the pastor's co-workers, interested congregational members, and consistory.
- C. Pastors seeking sabbatical leave shall submit a written proposal to the consistory providing adequate notice of the requested sabbatical so as to allow for necessary coordination and budgeting for the proposed leave. Notice of between three and six months is encouraged.
- D. Proposals to the consistory should include the following:
  - 1. Personal objectives and program objectives
  - 2. A description of the major elements of the experience
  - 3. Proposed beginning and end date
  - 4. Suggestions of how current job responsibilities will be handled during the leave
  - 5. A description of any anticipated budgetary implications
  - 6. A description of how the congregation benefits from a Sabbatical Leave
- D. A sabbatical leave is separate and distinct from continuing education and vacation. Vacation shall be granted during a sabbatical year as in any other year. Continuing education time shall be forfeited during a sabbatical year.
- E. A pastor shall continue to receive normal compensation and benefits during the period of the sabbatical leave.

Approved by Montgomery Classis, 09/26/2023

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- F. The pastor on sabbatical leave shall be responsible for the costs of the sabbatical unless the congregation chooses to contribute to such costs. The pastor may choose to use accumulated continuing education funds for such purpose.
- G. Within a month of return from sabbatical leave, the pastor shall submit a written report and evaluation of the leave to the consistory.

**Appendix B – Family Leave Guidelines**

- 1. A pastor may request family leave to care for family members in the event of a birth, adoption, or guardianship of a child or the severe illness of a child, spouse, or parent for a period of up to six weeks at full salary and benefits, depending on the needs and circumstances of a given applicant. Timely notice shall be given to the consistory for the requested leave.
- 2. The actual distribution of leave time (e.g. full days for two weeks, half days for four weeks, etc.) will be determined on the basis of personal need with consideration given to the needs of the church affected by the leave.
- 3. Because the local church depends on the services of a pastor, his or her absence will seriously affect the life of the congregation and the carrying out of the responsibilities. The length and terms of leaves shall be carefully negotiated between the person requesting the leave and the local church consistory to determine how the necessary pastoral duties can best be distributed during the absence of the pastor.