



Penn Northeast Conference



August 2024

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Conference Minister

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Dear Friends,

Barbara J. Jennings

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The Ministerial Compensation Sub-Group of the Committee on Ministry recently met and reviewed the Compensation Recommendations for 2025. As we review the materials, we considered the continuing economic challenges created by the COVID-19 pandemic and the higher cost of living in the United States.

It is projected that the Cost-of-Living (COLA) increase in 2024 will top 4%. Ongoing expenses of all kinds are becoming more and more challenging for our congregations and for their individual members. It is not lost on us that pastors and their families also experience these economic challenges.

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The Sub-Group is recommending an increase of 3%, less than the COLA, to the base salary recommendations. Additionally, we are asking congregations who do not yet meet the minimum salary expectations to increase the pastoral salary by 3% or more if possible. Additionally, we are recommending that additional vacation, personal time, continuing education time or continuing education funding be offered if the salary cannot be increased by these percentages

Please remember to update the Ministerial Call Agreement and the Three-Way Covenant forms and submit those to the Conference Office by January 30, 2025. These forms are on the PNEC website (www.pniec.org).

If you have any questions, please feel free to reach out to one of the subgroup members.

In Christ's Truth and Love,

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