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Kansas-Oklahoma Conference
United Church of Christ
302 W. 7th St., Suite 425
Junction City, KS 66441
(316) 686-4331

Dear KO Clergy,

At the Oct. 23 meeting of the Committee on Ministry (subsection for Authorization), a motion passed to approve a recommendation of a 3.2% cost-of-living increase to the 2023 compensation guidelines, effective for 2024.

There is an updated [Compensation Guidelines Chart](#) on the KO Conference website, reflecting these new amounts. Other materials related to compensation are also available [on the website](#).

The cost of living increase is not the same as, or a substitute for, other expected increases in compensation due to experience and/or completion of degree or certificate programs. We understand that inflation has been extraordinarily high over the past three years. We are hopeful that, according to many financial forecasts, we will see actual cost of living increase by 3.2% or even less in the coming year. However, we elected to approve this higher amount because we are aware that many churches have not been able to keep up with the rate of inflation in recent years. We encourage churches to consider that this coming year might be a time not only to meet the anticipated increase for 2024, but even to catch up on lower increases from previous years. A church's sense that they "can't afford to pay the pastor more" should not be borne by the pastor, who is also impacted by the sharply rising costs of very basic life necessities.

The COM would like to take this opportunity to remind you of some [suggested alternative models](#) for compensation, recognizing the real challenges faced by many churches in meeting the goal of just and fair compensation for pastors. We also encourage clergy and local churches to reach out to Conference staff if you would like help exploring creative models for funding and call expectations.

As always, we are here to offer additional guidance for our clergy, local churches, and specialized settings as you undertake faithful conversations around just compensation. Please don't hesitate to reach out with your questions or concerns.

In Christ's Peace,

Jason Stephenson
Chair, Committee on Ministry - A

Rev. Rachael Pryor
Associate Conference Minister