



Commission on Ministry

Highlights of the Compensation and Personnel Guidelines and Policies for Pastors

This document is intended to highlight the guidelines and policies the presbytery requires and/or recommends for pastors. All congregations and pastors are strongly encouraged to read through and understand the full document titled, “Compensation and Personnel Guidelines and Policies for Pastors.”

Minimum Effective Salary for 2025

Avg. Weekly Worship Attendance	Step A	Step B	Step C	Step D	Step E
Up to 50	59,000.00	61,005.00	64,055.25	67,258.01	70,620.91
51-100	61,005.00	64,055.25	67,258.01	70,620.91	74,151.96
101-150	64,055.25	67,258.01	70,620.91	74,151.96	77,859.56
151-200	67,258.01	70,620.91	74,151.96	77,859.56	81,752.53
201-250	70,620.91	74,151.96	77,859.56	81,752.53	85,840.16
251 and above	74,151.96	77,859.56	81,752.53	85,840.16	90,132.17

A Manse or Housing Allowance

Relocation/Moving Expenses for new pastors.

SECA Offset – 7.65% of the Board of Pensions effective salary

Continuing Education/Study Leave – 2 weeks annually (including 2 Sundays) as well as an allowance of at least \$1,500.00. This leave time and allowance are allowed to accumulate up to a maximum of three years’ worth.

Vacation – 4 weeks annually (including 4 Sundays)

Days Off – for full-time pastors: 2 days per week

Holidays – New Year’s Day, Martin Luther King, Jr. Day, Easter Monday, Memorial Day, Juneteenth Day, Independence Day, Labor Day, Columbus Day/Indigenous Peoples’ Day, Thanksgiving Day and the Friday following, and Christmas Day

Sick Leave – minimum of 14 days (including 2 Sundays), can be accumulated up to 42 days within a three-year period

Emergency/Personal Leave – at least 4 days (including 1 Sunday)

Paid Family and Medical Leave – a minimum of 12 weeks for all full-time pastoral positions, whether installed or not, and part-time calls or contracts will include the amount of leave in proportion to the amount of time for which the pastor is employed.

Sabbatical Leave – for full-time pastors: 3 months after 6 years of service

For Installed Pastors – enrollment in the Congregational Pastors Package with the Board of Pensions plus medical coverage for the pastor’s spouse and/or children.

For Full-Time Pastors – enrollment in the Covenant Package with the Board of Pensions. The pastor will be enrolled in the Congregational Pastors Package if medical coverage is needed. Medical coverage for the pastor’s spouse and/or children will also be offered.

For Pastors employed at least 20 hours a week – enrollment in either the Covenant Package or the Congregational Pastors Package will be offered plus medical coverage for the pastor’s spouse and/or children.