

COMMITTEE ON MINISTRY
2025 PASTORS' MINIMUM COMPENSATION RECOMMENDATION
APPROVED _____, 2024 FOR 2025

NOTE: All terms of call shall include provision for a minimum of twelve weeks paid family medical leave per G-2.0804 in the most recent Book of Order.

ON MOTION: The Committee on Ministry moves that the presbytery adopt the following recommendation:

1. Related to Minimum Effective Salary (Terms of Call) for 2025.

Recommendation 1: APPROVED

The 2025 minimum Effective Salary for pastors in the Presbytery of the Miami Valley shall be increased by 2.6%.

Plan A (no manse)	
Effective Salary	\$56,652
Plan B (manse)	
Manse Value	\$43,578
	<u>\$13,074</u>
Total Plan B	\$56,652

This recommendation reflects a 2.6% increase over 2024.

Rationale for 2025 salary recommendation:

- a. The full-time median salary* of PC(USA) pastors rose 4.32% percent from 2023 to 2024, from \$67,100 to \$70,000.

Note: The Board of Pensions of the Presbyterian Church (U.S.A.) annually tabulates the median and average Effective Salary information reported to it for minister members of the Benefits Plan who are serving U.S. congregations. The median salary is generally considered more representative than the average salary, since it is less influenced by the very-high or very-low salaries.

- b. Bureau of Labor Statistics data (www.bls.gov) reflects an increase in the Consumer Price Index for All Urban Consumers (CPI-U) of 2.9 percent from July 2023 through June 2024.
- c. While the Social Security Administration (www.ssa.gov/cola) has not yet announced a cost-of-living adjustment (COLA) for 2025 (that is released in October), the increase for 2024 was 3.2 percent. Currently the estimated COLA for 2025 is 2.57 percent. The Social Security Act provides that Social Security and Supplemental Security Income benefits increase automatically each year if there is an increase in the Bureau of Labor Statistics' Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from the third quarter of the last year to the third quarter of the current year.

Minimum Effective Salary comparison with earlier years, for information:

**Minimum Effective Salary Comparison for Pastors
in the PMV from 2019 to 2025**

	2019	2020	2021	2022	2023	2024	2025
Plan A (no manse)							
Effective Salary	\$52,549	\$53,337	\$53,337	\$53,870	\$53,870	\$55,217	\$56,652
Plan B (manse)							
Cash salary*	\$40,442	\$41,028	\$41,028	\$41,439	\$41,439	\$42,474	\$43,578
Manse Value*	\$12,127	\$12,309	\$12,309	\$12,431	\$12,431	\$12,743	\$13,074
Total Plan B	\$52,549	\$53,337	\$53,337	\$53,870	\$53,870	\$55,217	\$56,652
% Change	2.5%	1.5%	0.0%	1.0%	0.0%	2.5%	2.6%

***Reflects a change in calculation established in 2012 by the Board of Pensions of the Presbyterian Church (U.S.A.), requiring a minimum valuation of the manse at 30 percent “of all other compensation included in Effective Salary,” not of total Effective Salary.**

Additional Information

Churches are encouraged to adopt as part of their benefits package that MWS, CRE, & CCE be allowed to accumulate up to three (3) years continuing education time (up to 6 weeks) and carry over continuing education financial benefits for up to 3 years.

Reimbursements, vacation, and study leave as above. Remember that Continuing Education Reimbursement, vacation, and study leave **are not** prorated for part-time positions.

All MWS, CRE, & CCE’s shall participate in boundary training at least every thirty-six (36) months. (G-3.0106)

- 1. Certified Christian Educators** (as approved by the Presbytery, November 2000)
 - a. Salary equal to the minimum Effective Salary (Plan A) above, pro-rated as appropriate for part-time contracts.
 - b. Reimbursements, vacation, and study leave as above. Remember that Continuing Education Reimbursement, vacation, and study leave **are not** prorated for part-time positions.
 - c. Additional guidelines:
 - 1) Base salary plus one percent per year for each year of experience beyond five years.
 - 2) Provision for medical coverage either by participation in a PC(USA) Board of Pensions Medical Plan or another vehicle.

- 2. Commissioned Ruling Elders** (as approved by the Presbytery, January 2002)
 - a. Salary equal to 75 percent of the minimum Effective Salary (Plan A) above, pro-rated as appropriate for part-time contracts.

- b. Reimbursements, vacation, and study leave as above. Remember that Continuing Education Reimbursement, vacation and study leave **are not** prorated for part-time positions.
 - c. Medical coverage is normally obtained by the individual through his/her secular employment. Board of Pensions is available and can be negotiated.
- 3. Pulpit Supply Honoraria.** When a pastor leads worship for a congregation as a visiting guest, the church **shall pay mileage** at the current IRS authorized rate plus the following:
- a. For churches up to 250 members: \$150 (no change)
 - b. For churches over 250 members: \$200 (no change)
 - c. Additional compensation of \$75 (no change) for each additional service.
- 4. Session Moderator Honorarium.** The Moderator for churches without installed pastors shall be reimbursed mileage at the current IRS authorized rate plus \$75 (no change).

Authority for Presbytery action on terms of call and other compensation matters: The *Book of Order* (2019-2021) specifically addresses minister compensation and the responsibility for its maintenance in the following two sections:

G-2.0804 Terms of Call

The terms of call shall always meet or exceed any minimum requirement of the presbytery in effect when the call is made. The session shall review annually the minister's terms of call and shall propose for congregational action (G-1.0501) such changes as the session deems appropriate, provided that they meet the presbytery's minimum requirements.

*The call shall include **provision for a minimum of twelve weeks paid family medical leave and** participation in the benefits plan of the Presbyterian Church (U.S.A.), including both pension and medical coverage, or any successor plan approved by the General Assembly.*

G-3.0307 Pastor, Counselor, and Advisor to Its Ministers of the Word and Sacrament and Congregations

*Presbyteries shall be open at all times to communication regarding the life and ministry of their congregations.
Each presbytery shall develop and maintain mechanisms and processes to serve as pastor and counselor to its ministers of the Word and Sacrament, commissioned pastors [also known as commissioned ruling elders], and Certified Christian educators of the presbytery; to facilitate the relations between the presbytery and its congregations, ministers of the Word and Sacrament, commissioned pastors,*

and certified Christian educators; and to settle difficulties on behalf of the presbytery where possible and expedient.