

Minimum Recommended Compensation Standards for 2026

Committee on Ministry of John Calvin Presbytery

Recommendations from Committee of Ministry for 2026 Minimum Pastor Salary & Benefits

As an overview for 2025 with following items approved in the November 2, 2024 Presbytery Meeting:

- **Minimum full-time salary** - \$47,380
 - o 1/4 time – \$11,845
 - o 1/3 time - \$15,635
 - o 1/2 time - \$23,690
 - o 3/4 time - \$35,535
- **Pulpit supply** –
 - o \$125 plus current IRS rate for mileage – \$160 if two services same day
- **Moderating** –
 - o Session or Congregational Meeting - \$60 plus IRS rate for mileage.

Inflation rate for 2024 - 2.9%

Inflation rate 2025 – excluding food and energy is 2.8%

Committee On Ministry Recommendations for 2026:

Minimum Starting Salary: \$50,000

1/4 time = \$12,500

1/3 time = \$16,667

1/2 time = \$25,000

3/4 time = \$37,500

The churchwide median salary is currently \$70,000.

“The Congregational Pastors Package” - developed by the PCUSA Board of Pensions –
“...Is required for installed pastors and may be offered to any congregational pastoral leader scheduled to work 20 hours or more per week. A congregational pastoral leader is a minister of the Word and Sacrament, or a Commissioned pastor employed by a congregation.”

Current Medical Insurance 2025 -Presbyterian Church USA – 16% of effective salary plus fixed amounts: Member plus \$8,950 for children; Member plus \$11,000 for a spouse; and Member plus \$20,600 for a family.

Defined Benefit Pension Plan(in package) –
Retirement Savings Plan (required to be offered; cost may be shared) –
Death and Disability Plan (in package) –
Temporary Disability Plan (in package) –
Supplemental Death (required to offer; cost may be shared)
Employee Assistance Plan (in package) –
Dental Plan (Required to offer; cost may be shared) –
Vision Eyewear Plan (May be offered; cost may be shared)

Medical Coverage 2026 by the Board of Pensions – 17.5% of effective salary (member) plus \$9,950 for children; member plus \$12, 250 for a spouse; or a member plus \$22,200 for family.

For more detailed information, See:

[Https://seasonofrebuilding.pensionsorg/2026-dues-packages#cpp](https://seasonofrebuilding.pensionsorg/2026-dues-packages#cpp)

Recommendation: Congregation must continue to provide the same level of pension and medical coverage as the original terms of call. If congregation provided 100% coverage for pastor and family, that level of coverage must continue to be provided for subsequent years.

Continuing Education Recommendation for both full-time and part-time calls of each church and each person: Increase from \$1500 to \$2000. *If not used can accumulate funds for a period of 3 years.*

Pulpit Supply Recommendation:

Increase from \$130 to \$200- and \$250 if preach two services the same day.

Moderator for Session and congregational meetings: Increase

Increase from \$60 to \$100 plus mileage at the current IRS rate.