

Minimum Salary Requirement

For full-time Pastors - \$56,895.70 (this includes the 2.5% COLA for 2025)

For CLPs – 70% of the MWS Minimum Salary

For part-time Pastors - you may pro-rate the salary based on hours worked

Pulpit Supply Recommendations

For 2025, recommendations are as follows:

One service - \$130

Two services the same day - \$185

Moderating Session - \$80

Mileage to and from the worship service or session meeting at the IRS Standard Mileage Rate (*for 2025 that is 0.70 cents per mile*)

*If meals and overnight accommodations are involved, the cost should be assumed by the congregation.

Board of Pensions Calculations

The Board of Pensions (BOP) Congregational Pastors Package breakdown is as follows:

Medical (pastor only)– 16% of total income

Pension – 8.5% of total income

Death & Disability – 1% of total income

Temp. Disability – 0.5% of total income

If dependent coverage is needed, here are the annual costs:

Child(ren)-\$8,950

Spouse- \$11,000

Full family - \$20,600

For those enrolled in the Transitional Pastors Package, the breakdown is as follows:

Medical (full family) - \$33,000 of total income

Pension – 8.5% of total income

Death & Disability – 1% of total income

Temp. Disability – 0.5% of total income

****NOTE:** There are minimum and maximum dues amounts for both packages. It is not pro-rated for part-time employees. Please see www.pensions.org/decision-guide to determine the exact benefit cost.