



PRESBYTERY OF THE
CASCADES



2025 PRESBYTERY MINIMUM PASTOR COMPENSATION AND RECOMMENDED COLA

As voted on at the 2024 Summer Stated Meeting of the Presbytery, the MINIMUM COMPENSATION for all Ministers, Commissioned Ruling Elders, and Certified Christian Educators for **2025** shall be:

\$57,096 in Compensation (Includes Salary, Housing Allowance/Manse Value, 403B Contributions, SECA allowance, etc.)

\$1,500 in Continuing Education

\$3,500 in Professional Expenses (including Travel Allowance)

4 Weeks of Vacation

2 Weeks of Continuing Education

3 Month Sabbatical at full pay after each six (6) years of service.

12 Week minimum of Family Leave*

Full coverage through the Board of Pensions for medical and retirement benefits.

This is based on Full Time, 40 hours a week.

Additionally for 2025, the recommended **Cost of Living Adjustment** for all Ministers, Commissioned Ruling Elders and Certified Christian Educators currently serving congregations is **3.7% above their existing compensation.**

* Please note this from PCUSA regarding Family Leave:

As presbyteries are developing minimum terms of call, be aware that [the action of the GA](#) defined “family leave” as including but not limited to the following:

- Leave to accommodate the birth, foster placement, or adoption of a child;
- Leave to provide care to an ill or disabled family member;
- Leave to heal following a loss or tragic event.