



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.
See Page 2 of this document.

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.

UPDATED Benefits for Ministers and CRE's (As of August 27, 2024)[^]

The 2025 Minimum Board of Pensions standard for Ministers and Commissioned Ruling Elders (“CREs”) is as follows:

<p>Installed Ministers -AND- Stated Supply, Transitional Ministers & CRE's at 30 hours or more</p>	<p>BOP Congregational Pastors Package @ 26% of ES*</p> <ul style="list-style-type: none"> ● Pastor Medical @ 16% ● Pension, Death & Disability, Temporary Disability @ 10% <p><i>If Spouse or Family Coverage is Needed:</i> 100% of BOP Transitional Pastors Participation** (currently @ 43% ES) -OR- 100% of BOP Family Coverage or ACA Plan Cost or FSA/HSA/HRA*** for family plan coverage through Spouse medical plan.</p> <p><i>If Spouse or Family Coverage is NOT Needed:</i> Negotiate with Pastor to redistribute plan savings towards other benefits including:</p> <ul style="list-style-type: none"> ● HSA ● Additional Retirement Benefits ● Additional Study or Travel Funds ● Fund for Sabbatical Expenses
<p>Installed Ministers under 30 hours -AND- Stated Supply, Transitional Ministers & CRE's Between 20-29.9 hours</p>	<p>BOP Congregational Pastors Package @ 26% of ES*</p> <ul style="list-style-type: none"> ● Pastor Medical @ 16% ● Pension, Death & Disability, Temporary Disability @ 10% <p><i>If Pastor Medical Coverage is NOT Needed:</i> Negotiate with Pastor to redistribute 16% towards other benefits including:</p> <ul style="list-style-type: none"> ● HSA ● Additional Retirement Benefits ● Additional Study or Travel Funds ● Fund for Sabbatical Expenses <ul style="list-style-type: none"> ● IF NEEDED: Encouraged to offer partial spouse or family coverage, or HSA toward other plan coverage, as church is able.
<p>Stated Supply, Temporary Supply & CRE's Under 20 hours</p>	<p>BOP Covenant Package not available; no required benefit minimum</p> <ul style="list-style-type: none"> ● <i>Opening a BOP 403(b)9 retirement plan allows both the church and minister/CRE access to additional BOP benefits and grants.</i>

* BOP Congregational Pastors Package subject to minimums and maximums.
Visit: <https://www.pensions.org/decisionguide/> for more information.
BOP Congregational Pastors Package is required for all installed ministers, regardless of hours. (G-2.0804)
**BOP Transitional Pastors Participation is only available to ministers already enrolled with BOP before Dec. 31, 2024.
All ministers entering new calls or coverage after Jan. 1, 2025, will have to enroll in the Congregational Pastors Package.
*** Medical Coverage may be obtained through BOP, an ACA Plan, or a FSA/HAS/HRA to help with plan costs through spouse or eligible family member. Additional benefit plans, including medical, dental and vision, may be available through the Synod of the Pacific. <http://synodpacific.org>
Note: Previous COM/BOP Exceptions will still be in effect.

[^]UPDATE: Corrected BOP Program names, dates and job categories to properly align with benefit selections.