



2027 PRESBYTERY MINIMUM PASTOR COMPENSATION AND RECOMMENDED COLA

As voted on at the 2026 August Special Meeting of the Presbytery, the MINIMUM COMPENSATION for all Ministers, Commissioned Ruling Elders, and Certified Christian Educators for **2027** shall be:

\$61,728 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 2027, the recommended **Cost of Living Adjustment** for all Ministers, Commissioned Ruling Elders and Certified Christian Educators currently serving congregations is **3.5% above their existing compensation.**

* Please note this from PCUSA regarding Family Leave:

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.



2027 Minimum Board of Pensions Standards

The **2027** Minimum Board of Pensions standards for Ministers and Commissioned Ruling Elders (“CREs”) **ÉÖ ÅÖ ÈÑÏÑÛÖ**

Installed Ministers* -AND- Stated Supply, Transitional Ministers, & Commissioned REs at 30 hours or more	<i>For Pastors Enrolled in the Transitional Plan:</i> 100% of BoP Transitional Pastors Participation Package (Projection: 5 ! % of Effective Salary**) • Medical Coverage (pastor & spouse/dependents/family) • Pension, Death, Disability, & Temporary Disability <i>For Pastors Not Enrolled in the Transitional Plan:</i> 100% of BoP Congregational Pastors Package (Projection: ! 5% of Effective Salary**) • Pastor Medical (Projection: 1 ! 5%) • Pension, Death, Disability, & Temporary Disability (Projection: 10.0%) AND at least 1 ! % of Effective Salary applied to additional benefits as negotiated with the pastor, including: • Spouse and/or dependent medical coverage*** • FSA Plan*** • Additional Retirement Benefits • Additional Study or Travel Funds • Fund for Sabbatical Expenses
Installed Ministers* under 30 hours -AND- Stated Supply, Transitional Ministers, & Commissioned REs between 20-29.9 hours	100% of BoP Congregational Pastors Package (Projection: 2 ! % of Effective Salary**) • Pastor Medical (Projection: 1 ! %) • Pension, Death & Disability, Temporary Disability (Projection: 10.0%) ENCOURAGED to offer additional benefits, as church is able, including: • Spouse and/or dependent medical coverage*** • FSA/HSA/HRA Plan*** • Additional Retirement Benefits • Additional Study or Travel Funds • Fund for Sabbatical Expenses <i>If Pastor Medical Coverage is NOT Needed:</i> Negotiate with pastor to redistribute medical plan savings (Projection: 1 ! 5%) toward other benefits including: • FSA/ (3 ! HRA Plan*** • Additional Retirement Benefits • Additional Study or Travel Funds • Fund for Sabbatical Expenses
Stated Supply, Transitional Ministers, & Commissioned REs under 20 hours	BoP Congregational Pastors Package not available; no required benefit minimum • Opening a BoP 403(b)(9) retirement plan allows both the church and minister/CRE access to additional BoP benefits and grants.
*BoP Congregational Pastors Package (or Transitional Plan) is required for all installed ministers, regardless of hours (G-2.0804). **Subject to minimum and maximum dues. Visit www.pensions.org/decisionguide for more information. ***May be offered through BoP, an ACA Plan, or an FSA/ (3 ! HRA to cover additional medical expenses or to help with insurance coverage obtained through spouse or eligible family member. Additional benefit plans, including medical, dental, & vision, may be available through the Synod of the Pacific: www.synodpacific.org. Note: Previous COM/BoP exceptions will remain in effect.	