

The Presbytery of New Covenant Minimum Terms of Compensation 2026

COM recommends the Minimum Terms of Call be increased by 3%, in line with the increased cost of living.

The 2026 Terms of Call Reporting Information Packets will be sent to all pastors, clerks of session, and church treasurers by email by December 1, 2025.

From the action of GA and approval by the presbyteries, the Book of Order G-3.0804 includes the following pertaining to all installed calls:

The call shall include provision for a minimum of twelve weeks paid family medical leave and participation in the benefits plan of the Presbyterian Church (U.S.A.), including both pension and medical coverage, or any successor plan approved by the General Assembly.

**IRS mileage for 2025 is 70 cents per mile driven for business use)
2026 mileage rates will be released in January, 2026
Commuting mileage IS NOT reimbursable**

Compensation minimums are based on years of Experience:

Experience	2024 Minimums	2025 Minimums	2026 3% increase
Newly ordained	49,200	49,200	50,676
1 year experience	50,000	50,000	51,500
2 years experience	50,900	50,900	52,427
3 years experience	51,800	51,800	53,354
4 years experience	52,400	52,400	53,872
5 years experience	53,450	53,450	55,053
6 years experience	54,000	54,000	55,620
7 years experience	55,300	55,300	56,959
8 years experience	56,000	56,000	57,680
9 years experience	56,900	56,900	58,607
10+ years experience	59,200	59,200	60,976

**Annual inflation for the 12 months ending September 2024 was 2.44%.
Current Annual inflation for the 12 months ending September 2025 is 2.9%.**