

Minimum Terms of Compensation 2025

COM recommends the Minimum Terms of Call remain the same for 2025, with the strong encouragement for churches to prayerfully consider 2.5% - 3% increase, in line with the increased cost of living) and to grant an appropriate raise to their clergy's effective salary as they are able.

The 2025 Terms of Call Reporting information Packets will be sent to all pastors, clerks of session, and church treasurers by email on Monday, November 18.

OR contact Darcy Bryan-Wilson, dbwilson@pbyofnewcovenant.org.)

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)
Commuting mileage IS NOT reimbursable

Compensation minimums are based on years of Experience:

Experience	2024 Minimums	2025 2.5% increase	2025 3% increase
Newly ordained	49,200	50,430	50,676
1 year experience	50,000	51,250	51,500
2 years experience	50,900	51,273	52,427
3 years experience	51,800	53,095,	53,354
4 years experience	52,400	53,710	53,872
5 years experience	53,450	54,786	55,053
6 years experience	54,000	55,350	55,620
7 years experience	55,300	56,682	56,959
8 years experience	56,000	57,400	57,680
9 years experience	56,900	58,323	58,607
10+ years experience	59,200	60,680	60,976

Current Annual inflation for the 12 months ending September 2024 is 2.44%.