

**2024 MINIMUM ANNUAL COMPENSATION INSTALLED MINISTERS  
OF THE WORD AND SACRAMENT**

Salary: Full-time (Part-time installed is based on a percentage of full time	\$35,724.72
	\$11,066.87
Housing Allowance (or free use of manse including utilities) <i>(Note: if given a housing allowance, it must be specified in writing and recorded in the minutes of the Congregational Meeting that approves the Terms of Call.)</i>	Provided
Auto Reimbursement: (This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal Allowable Rate)	
The church shall include supplemental income to the Pastor for ½ of Social Security costs. As the Pastor is considered self-employed by the government, the Pastor is responsible for paying 100% of this cost.	
Board of Pensions	Provided
Pension & Disability Dues:	*Provided
Medical Dues:	
(Use BOP Dues Calculator at <a href="http://www.pensions.org">www.pensions.org</a> )	
Continuing Education and/or Book Reimbursement It is recommended that this time be used creatively and with flexibility.	\$1,500
Vacation:	4 weeks
Study Leave:	2 weeks
Family Leave (with full pay) includes but is not limited to:	12 weeks
• 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.	
Days off per week	2 days
Moving (to the field) expense reimbursement	Provided
Triennial Boundary Training Expense	Provided

If the ministers are provided with a manse in which to live, the churches to which such ministers are called are encouraged to establish an equity allowance for the minister.

In the seventh year of service, the congregation is expected to provide for a three-month Clergy/Educator Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for supply in the clergy's absence. Congregations unable to provide this leave shall consult with the Commission on Ministry.

These figures do not include the cost of someone to fill the pulpit when the pastor is away, or the cost of Worker's Compensation Insurance, or other similar expenses.

For a thorough explanation of the elements of terms of call, please refer to [Understanding Terms of Call](#).

**PLEASE NOTE: AT THE SEPTEMBER MEETING OF SALEM PRESBYTERY, THE PRESBYTERY APPROVED RECOMMENDING A 3% INCREASE IN COMPENSATION.**

Updated 09/2023