2026 Minimum Terms of Call

Milwaukee Presbytery

Approved at the August 26, 2025 Presbytery Meeting

The minimum effective salary for all Ministers of the Word and Sacrament serving in the Milwaukee Presbytery is **$59,013, or $28.27/hour** for those serving fewer (or more) than 40 hours a week. Under the Commissioned Pastor policy of the Presbytery, Commissioned Pastors are entitled to at least 80% of the Presbytery's minimums.

The Commission on Pastoral Ministries recommends that congregations increase their pastor's terms of call by 1.6% in light of the cost-of-living increases projected for 2026. CPM always recommends that Sessions consider time in service and the local cost of living as part of salary package. A pastor should be paid enough to live in the community they serve. The minimum salary is a starting salary.

Please see the pastoral personnel policies, which include these additional minimums for all pastoral positions:
Vacation: four weeks, including four Sundays
Study Leave: two weeks, including two Sundays

In addition, the following minimums apply for those serving more than 20 hours a week. These minimums are prorated for those serving 20 or fewer hours a week.
Continuing Education: $2,000
Professional Expenses: $500

The Presbytery is very cognizant that church budgets are tight. CPM is available to help lead a conversation on other ways of compensating pastors when budgets do not allow for more than just a cost-of-living increase.