

2025 Minimum Terms of Call
Milwaukee Presbytery
Approved on September 21, 2024

The minimum effective salary for all Ministers of the Word and Sacrament serving in the Milwaukee Presbytery is \$58,100, or \$27.93/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 3.8% in light of the cost-of-living increases projected for 2025. 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.