2027 Minimum Effective Salary for all Ministers of the Word and Sacrament

Dear Pastors and Churches:

The 2027 minimum effective salary for all Ministers of the Word and Sacrament serving in the Milwaukee Presbytery is $61,752 or $29.69 per 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 minimums.

This represents a 4.6% increase over the 2026 minimum. It has been CPM practice to set our presbytery minimums to equal 83% of the median salary of installed ministers in the PCUSA as reported by the Board of Pensions, which this year is $74,400. The 83% was calculated by CPM to keep competitive compensation without over-burdening churches.

The Commission on Pastoral Ministries (CPM) recommends that congregations increase their pastor's terms of call by 4.6% in light of the cost-of-living increases projected for 2027. CPM always recommends that Sessions consider time in service and the local cost of living as part of the 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 - $2000
- 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.

In Christ,
Nancy Ponstein
Moderator of Commission on Pastoral Ministries
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