

## Pulpit Supply Compensation Rate Increase

Dear Friends in the Presbytery,

We are writing to you as Co-Moderators of the Commission on Transitional Ministry (CTM) to share an update regarding pulpit supply.

CTM regularly reviews the policies and procedures related to the pulpit supply list and compensation for those who serve in this capacity. Earlier this year, we observed that two of our full-communion partners—the United Church of Christ and the Evangelical Lutheran Church in America—have significantly higher pulpit supply compensation rates in our region than those currently offered by the Presbytery of Milwaukee. We also noted that it has been several years since our presbytery last adjusted its pulpit supply rates.

In January, CTM approved an increase in the pulpit supply rate from \$150 to \$250 for a single service, with an additional \$75 for each additional service on the same day within the same congregation. However, we did not formally communicate this change at the time. At our most recent meeting, we agreed to publicly announce this update, with implementation to begin on **January 1, 2026**.

We recognize that this change may affect congregations differently depending on how frequently they use pulpit supply and may have budgetary implications. That's why we are providing a four-month lead time to allow churches to plan accordingly. However, we encourage congregations to consider adopting the new rate sooner, in recognition of the significant time and effort pulpit supply preachers invest in preparing to lead worship and their deserving fair compensation.

In our review, we also noted the challenges that arise when providing pulpit supply across the presbytery. Each congregation operates a bit differently, and expectations for supply preachers can vary widely. To make the experience smoother for all involved, CTM recommends that each congregation create a clear and concise guide for pulpit supply preachers. This guide might include:

- What is expected of pulpit supply preachers
- When to expect communication from the church
- Deadlines for information needed for bulletins or other materials
- A brief outline of the parts of the service the preacher will lead
- The role of any liturgist assisting in worship
- Typical practices for leading different parts of the service
- A contact person who can answer questions

To assist in this effort, we've attached a sample guide created by Living Hope Presbyterian Church. You are welcome to adapt it as needed for your context—or ignore it altogether if it doesn't suit your needs.

As always, CTM is here to support congregations experiencing pastoral transitions or conflict. Please don't hesitate to reach out to either of us or any member of the commission with questions or concerns.

Grace and peace,

**Will Houts and Vince Racioppo**

Co-Moderators, Commission on Transitional Ministry