

PRESBYTERY of GENEVA MINIMUM SALARIES 2027

These figures represent a 4% COLA increase. It is recommended that those churches paying above the minimum consider the COLA increase as well. As churches, when we call and covenant with a pastor, the Book of Order in W-4.045c asks, “Do we promise to pay [them] fairly and provide for [their] welfare as [they] work among us; to stand by [them] in trouble and share [their] joys?”

Therefore, our budgets and our compensation structure are moral documents and represent caring relationships.

	2027 Full Time	2027 3/4 Time	2027 1/2 Time	2027 3/8 Time	2027 1/4 Time
A. EFFECTIVE SALARY					
Cash Salary (65% of TES)	\$38,717	\$29,213	\$19,475	\$14,468	\$9,646
Housing Allowance/Fair rental value of Manse	\$20,848	\$15,750	\$10,486	\$7,791	\$5,194
TOTAL EFFECTIVE SALARY	\$59,565	\$44,963	\$29,961	\$22,259	\$14,840
B. ADDITIONAL PAID BENEFITS					
Social Security offset (SECA)=7.65% of TES (required for installed positions, recommended for other pastors)	\$4,557	\$3,440	\$2,292	\$1,703	\$1,135
**Pension/Medical Benefits 29.75% of TES (10% Pension & 19.75% Medical): 19.75% must be => \$6500. (Required for all installed pastors, recommended for others	\$17,720	\$13,376	\$9,496	\$8,726	\$7,984
Travel Allowance (vouchered @current IRS rate per mile)	All Church related travel at IRS rate	Same	Same	Same	Same
Study leave	\$1500	\$1500	\$1500	\$1500	\$1500
Additional Paid Compensation	\$23,777	\$18,316	\$13,288	\$11,929	\$10,619
TOTAL SALARY PACKAGE= EFFECTIVE SALARY+ ADDITIONAL PAID BENEFITS	\$83,342	\$63,279	\$43,249	\$34,188	\$25,459
Additional Benefits					
Study Leave	2 weeks (inc 2 Sundays)	Same	Same	Same	Same
Vacation	1 Month (inc 4 Sundays)	Same	Same	Same	Same
Paid Family Leave-12 wks (required)					

**** Medical coverage for family members**

Medical coverage for family members is available to all members enrolled in the Congregational Pastors Package, and employers may share in the cost. Dues for Child(ren), Spouse, and Family [spouse and child(ren)] are established as national, community-rated, fixed pricing and are the same regardless of the number of children enrolled.

New subsidy for children

A new subsidy will help alleviate the cost of medical coverage for children, effective Jan. 1, 2027. The subsidy will cover 50% of the national, community-rated medical coverage cost of children, and will reduce the flat rates for both the Child(ren) and Family coverage levels. This subsidy will automatically be applied within an Employer Agreement. There is no application or effective salary cap to receive this subsidy.

Total medical dues for covering family members include the percentage of effective salary for the member combined with the flat-rate amount for the selected level of coverage.

Member + Children – An additional \$5,700 annually (includes subsidy)

Member & Spouse – An additional \$14,052 annually

Member & Family – An additional 19,752 annually (includes subsidy)

Transitional Pastor's Participation

Originally scheduled to sunset at the end of 2027, Transitional Pastor's Participation has been extended through 2029, giving congregations and ministers already enrolled in this package two more years to transition to the Congregational Pastors Package.

Dues for Transitional Pastor's Participation are paid entirely by the congregation or employer. Dues are the percentage of effective salary for medical coverage detailed below, plus 10% of effective salary.

Year	Dues	Minimum dues	Maximum dues
2027	42.25%.	\$21,600	\$57,700
FULL TIME.	\$ 24,573.		
1/2 TIME	\$21,600		
3/8 TIME	\$21,600		
1/4 TIME.	\$ 21,60		