

2025 Minimum Salaries and Pension Calculations

- Definitions of full time (100%), ¾ time, ½ time or ¼ time appointments are based exclusively on cash salary as reported on charge conference forms or Statements of Benefits
- Cash housing allowances or parsonage equivalents *are not* included in determining service time levels
- Cash housing allowances or parsonage equivalents (at 25% of cash salary) *are* included in calculating CRSP-DB pension credit and direct billing to local churches
- CRSP-DB billing rate is 11% of cash salary & housing/housing equivalent up to **2025 DAC \$80,003.00**
CRSP-DC is 3% of cash salary & housing/housing equivalent; CPP is 3% of salary & housing/housing equivalent up to 2 times DAC; WOC Mutual of Omaha incremental life insurance of \$50,000 for active clergy is \$18.25/month.

Note: 3% increase approved by 2024 Annual Conference

Full Member (elder/deacon)	Benefits	2025 Minimum	2025 Maximum	2024 Minimum
Full-time appointment	CRSP-DB/DC, CPP, Life Insurance	\$47,908	N/A	\$46,512
¾ time	CRSP-DB/DC, CPP, Life Insurance	\$35,931	\$47,907	\$34,884
½ time (unless pastor waives)	CRSP-DB/DC	\$23,954	\$35,930	\$23,256
¼ time	None	\$11,977	\$23,953	\$11,628

Provisional/Associate Member (elder/deacon)	Benefits	2025 Minimum	2025 Maximum	2024 Minimum
Full-time appointment	CRSP-DB/DC, CPP, Life Insurance	\$43,448	N/A	\$42,180
¾ time	CRSP-DB/DC, CPP, Life Insurance	\$32,586	\$43,447	\$31,635
½ time (unless pastor waives)	CRSP-DB/DC	\$21,724	\$32,585	\$21,090
¼ time	None	\$10,862	\$21,723	\$10,545

Licensed Local Pastors - With Course of Study or M. Div	Benefits	2025 Minimum	2025 Maximum	2024 Minimum
Full-time appointment	CRSP-DB/DC, CPP, Life Insurance	\$41,900	N/A	\$40,680
¾ time (unless pastor waives)	CRSP-DB/DC	\$31,425	\$41,899	\$30,510
½ time (unless pastor waives)	CRSP-DB/DC	\$20,950	\$31,424	\$20,340
¼ time	None	\$10,475	\$20,949	\$10,170

Licensed Local Pastors	Benefits	2025 Minimum	2025 Maximum	2024 Minimum
Full-time appointment	CRSP-DB/DC, CPP, Life Insurance	\$39,696	N/A	\$38,540
¾ time (unless pastor waives)	CRSP-DB/DC	\$29,772	\$39,695	\$28,905
½ time (unless pastor waives)	CRSP-DB/DC	\$19,848	\$29,771	\$19,270
¼ time	None	\$9,924	\$19,847	\$9,635