

PRESBYTERY OF LOS RANCHOS  
2025 Pastor Salary Summary  
Committee on Ministry Report  
June 2025

Report of Ministers; Salaries for 2025  
(Based on "FULL Time" Pastors and Associates ONLY)

Current Membership Number	Salary & Housing Including Deferred Compensation			Expense Reimbursement Including Travel, Auto, Study Leave, Medical and Soc. Sec. Reimb. & Prof. Expenses			Total Compensation Including Pension		
	Low	Average	High	Low	Average	High	Low	Average	High
<b>PASTORS</b>									
24 – 140 (13)	68,400	80,844	108,971	3,800	8,332	16,000	90,720	115,087	153,828
140 – 400 (10)	45,000	99,114	137,960	4,100	10,695	24,000	78,500	145,048	202,587
401 – 700 (4)	112,723	139,634	164,653	11,800	18,546	21,153	172,994	210,081	239,415
<b>ASSOCIATE PASTORS</b>									
140 – 400 (2)	79,200	80,250	81,300	4,700	8,050	11,400	104,492	116,076	127,659
401 – 700 (3)	101,455	104,127	108,327	5,500	9758	14,973	134,776	151,282	160,083

1. Based on Full Time ordained pastors only
2. Pension & Medical Insurance Dues are not included in the Salary & Housing figures.
3. The Presbytery MINIMUM Salary for 2025 is \$60,000 which includes base Salary, Housing, Deferred Compensation and Utilities
4. The Presbytery MINIMUM for Study Leave is \$1,000 plus two weeks' time off; for Travel Reimbursement is \$2600 vouchered @ IRS approved rate.

**REMINDER:** Clergy are considered self-employed by the Internal Revenue Service for Social Security purposes and are thus responsible for the complete Social Security tax. Clergy still need to receive a W-2