

Presbytery of New York City
2025 Minimum Minister Compensation
(based on Congregational Pastors Package)

	20 Hours	3/4 Time	Full Time
Weekly Hours	20.00	26.25	35.00
Salary, Housing & Utilities			
Cash Salary	30,623	40,193	53,591
Housing & Utilities	18,686	24,525	32,700
Total Cash Salary, Housing & Utilities	49,309	64,718	86,291
Social Security Offset:			
Social Security (6.20%)	3,057	4,013	5,350
Medicare (1.45%)	715	938	1,251
Total Social Security Offset	3,772	4,951	6,601
Board of Pensions Dues:			
Medical (16%)	7,889	10,355	13,807
Pension (8.5%)	4,191	5,501	7,335
Death & Disability (1.0%)	493	647	863
Temporary Disability Plan (0.5%)	247	324	431
Total Board of Pensions Dues	12,820	16,827	22,436
Transportation	1,368	1,796	2,394
Vacation	1 Month	1 Month	1 Month
Study Leave (2 weeks plus expenses)	1,000	1,000	1,000
Total 2025 Minimum Compensation	68,269	89,292	118,722

The minimum remuneration for Pulpit Supply is \$300.00 for preaching and participation in one worship service. Additional worship services whether the same or another language require additional remuneration negotiated by the preacher and the session. Sessions should consider the experience, skill and effectiveness of the preacher.

A Moderator's remuneration is between \$300 and \$350.00 per session or congregational meeting. If the Moderator performs other duties such as pulpit supply, funerals, weddings, counseling, visitation, etc., she or he should be compensated separately from the compensation for moderating.

Presbytery of New York City
2025 Minimum Minister Compensation
(based on Transitional Pastor's Participation)

	20 Hours	3/4 Time	Full Time
Weekly Hours	20.00	26.25	35.00
Salary, Housing & Utilities			
Cash Salary	30,623	40,193	53,591
Housing & Utilities	18,686	24,525	32,700
Total Cash Salary, Housing & Utilities	49,309	64,718	86,291
Social Security Offset:			
Social Security (6.20%)	3,057	4,013	5,350
Medicare (1.45%)	715	938	1,251
Total Social Security Offset	3,772	4,951	6,601
Board of Pensions Dues:			
Medical (33%)	16,272	21,357	28,476
Pension (8.5%)	4,191	5,501	7,335
Death & Disability (1.0%)	493	647	863
Temporary Disability Plan (0.5%)	247	324	431
Total Board of Pensions Dues	21,203	27,829	37,105
Transportation	1,368	1,796	2,394
Vacation	1 Month	1 Month	1 Month
Study Leave (2 weeks plus expenses)	1,000	1,000	1,000
Total 2025 Minimum Compensation	76,652	100,294	133,391

The minimum remuneration for Pulpit Supply is \$300.00 for preaching and participation in one worship service. Additional worship services whether the same or another language require additional remuneration negotiated by the preacher and the session. Sessions should consider the experience, skill and effectiveness of the preacher.

A Moderator's remuneration is between \$300 and \$350.00 per session or congregational meeting. If the Moderator performs other duties such as pulpit supply, funerals, weddings, counseling, visitation, etc., she or he should be compensated separately from the compensation for moderating.