

Can We Sustainably Call a Pastor?

Church: _____

Date: _____

This document is intended to be a catalyst for thoughtful discussion. Please answer the questions below and bring the completed document to your Session.

PART 1: HOW MUCH WILL IT COST?

1. What are our presbytery's minimum Terms of Call?

- A. Effective Salary (Salary + Housing) _____
- B. Budgeted Amount for Professional Expenses
(continuing ed, mileage compensation, etc.) _____

2. How much are Board of Pensions dues?

(27.5% of Effective Salary for 2026) _____

Note: This amount does not include any optional family medical insurance amounts:

Children \$9,950; Spouse \$12,250; Family \$22,200

3. How much will it cost for the pastor to live in our community?

- A. Median home price in area: _____
- B. Monthly payment for median home:
(use an online mortgage calculator) _____
- C. Is the monthly payment for a median home less than 30% of the pastor's take-home pay (as recommended by HUD)? Yes No

PART 2: CONGREGATIONAL TRENDS

1. Total Church Income & Average Attendance for the last 5 years

2021	Income _____	Expense _____	Attendance _____
2022	Income _____	Expense _____	Attendance _____
2023	Income _____	Expense _____	Attendance _____
2024	Income _____	Expense _____	Attendance _____
2025	Income _____	Expense _____	Attendance _____

2. Reflection

- A. Are our current pastoral needs the same as they were when the current staffing model was put in place? Yes No
- B. Are our current other staffing needs the same as they were when the current model was put in place? Yes No
- C. Is our income highly dependent on specific individuals or older age groups, and if so, how might that affect our future?
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- D. Five years from now, will we be able to afford the same level of staffing that we can currently afford? Yes No

PART 3: CONGREGATIONAL SPENDING

1. How much do we spend on various ministries?

- A. People (full- and part-time staff, including pastor) _____
- B. Program (missions, worship expenses, Christian ed) _____
- C. Place (costs of building & grounds, incl. insurance) _____
- D. Other (subscriptions, licenses, office supplies, etc.) _____

2. Reflection

- A. Does our spending reflect our values and goals as a congregation?
- B. What differences would we like to see, if any?
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For further discussion on how finances might affect your ability to call a pastor, please contact your presbytery's Committee or Commission on Ministry (COM).

For more resources on stewardship and sustainability, please contact:
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