

YEAR 2025 FACTORS CONVERTED TO SALARIES



Base Factor = 520 (\$85,408.00)

Each Point over Base Factor = \$127.66

Cola Increase = 2.9%

CHURCH	FACTOR	PASTOR MINIMUM SALARY	PASTOR BASE SALARY	PASTOR MAXIMUM SALARY
ARK & DOVE	684	\$87,075.39	\$106,344.24	\$127,613.09
ARK & DOVE	520	\$68,326.40	\$85,408.00	\$102,489.60
ASHLAND	520	\$68,326.40	\$85,408.00	\$102,489.60
BABCOCK	610	\$77,517.92	\$96,897.40	\$116,276.88
BARRELLVILLE	520	\$68,326.40	\$85,408.00	\$102,489.60
BETHEL	655	\$82,113.68	\$102,642.10	\$123,170.52
BRIDGE (GLEN BURNIE KOREAN)	550	\$71,390.24	\$89,237.80	\$107,085.36
BROWN MEMORIAL PARK AVE.	905	\$107,645.68	\$134,557.10	\$161,468.52
BROWN MEMORIAL PARK AVE.	655	\$82,113.68	\$102,642.10	\$123,170.52
CATONSVILLE	750	\$91,815.84	\$114,769.80	\$137,723.76
CATONSVILLE	520	\$68,326.40	\$85,408.00	\$102,489.60
CENTRAL	900	\$107,135.04	\$133,918.80	\$160,702.56
CENTRAL	655	\$82,113.68	\$102,642.10	\$123,170.52
CHERRY HILL COMMUNITY	583	\$74,760.46	\$93,450.58	\$112,140.70
CHESTNUT GROVE	610	\$77,517.92	\$96,897.40	\$116,276.88
CHRIST MEMORIAL	820	\$98,964.80	\$123,706.00	\$148,447.20
CHRIST OUR ANCHOR	520	\$68,326.40	\$85,408.00	\$102,489.60
CHRIST OUR KING	655	\$82,113.68	\$102,642.10	\$123,170.52
CHURCHVILLE	610	\$77,517.92	\$96,897.40	\$116,276.88
DICKEY MEMORIAL	520	\$68,326.40	\$85,408.00	\$102,489.60
EMMITSBURG	520	\$68,326.40	\$85,408.00	\$102,489.60
FAITH	700	\$86,709.44	\$108,386.80	\$130,064.16
FALLSTON	520	\$68,326.40	\$85,408.00	\$102,489.60
FIRST & FRANKLIN	730	\$89,773.28	\$112,216.60	\$134,659.92
FIRST OF ANNAPOLIS	750	\$91,815.84	\$114,769.80	\$137,723.76
FIRST OF ANNAPOLIS	750	\$91,815.84	\$114,769.80	\$137,723.76
FIRST OF BEL AIR	610	\$77,517.92	\$96,897.40	\$116,276.88
FIRST OF CUMBERLAND	610	\$77,517.92	\$96,897.40	\$116,276.88
FIRST OF FROSTBURG	520	\$68,326.40	\$85,408.00	\$102,489.60
FIRST OF HOWARD	730	\$89,773.28	\$112,216.60	\$134,659.92
FIRST OF HOWARD (Future)	750	\$91,815.84	\$114,769.80	\$137,723.76
FIRST OF HOWARD	730	\$89,773.28	\$112,216.60	\$134,659.92
FIRST OF WESTMINSTER	750	\$91,815.84	\$114,769.80	\$137,723.76
FRANKLINVILLE	520	\$68,326.40	\$85,408.00	\$102,489.60
FREDERICK	791	\$96,003.09	\$120,003.86	\$144,004.63
GOOD SHEPHERD	520	\$68,326.40	\$85,408.00	\$102,489.60
GOVANS	700	\$86,709.44	\$108,386.80	\$130,064.16
GOVANS	520	\$68,326.40	\$85,408.00	\$102,489.60

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CHURCH	FACTOR	PASTOR MINIMUM SALARY	PASTOR BASE SALARY	PASTOR MAXIMUM SALARY
GRACE	520	\$68,326.40	\$85,408.00	\$102,489.60
GRANITE	520	\$68,326.40	\$85,408.00	\$102,489.60
GROVE	520	\$68,326.40	\$85,408.00	\$102,489.60
HAGERSTOWN	520	\$68,326.40	\$85,408.00	\$102,489.60
HAMILTON	655	\$82,113.68	\$102,642.10	\$123,170.52
HANCOCK	520	\$68,326.40	\$85,408.00	\$102,489.60
HARUNDALE	610	\$77,517.92	\$96,897.40	\$116,276.88
HAVENWOOD	520	\$68,326.40	\$85,408.00	\$102,489.60
HAVRE DE GRACE	520	\$68,326.40	\$85,408.00	\$102,489.60
HIGHLAND	520	\$68,326.40	\$85,408.00	\$102,489.60
HOPE	520	\$68,326.40	\$85,408.00	\$102,489.60
HUGHES MEMORIAL	684	\$87,075.39	\$106,344.24	\$127,613.09
HUNTING RIDGE	520	\$68,326.40	\$85,408.00	\$102,489.60
KENWOOD	520	\$68,326.40	\$85,408.00	\$102,489.60
KNOX	520	\$68,326.40	\$85,408.00	\$102,489.60
KOREAN UNITED	520	\$68,326.40	\$85,408.00	\$102,489.60
LIGHT STREET	610	\$77,517.92	\$96,897.40	\$116,276.88
LOCHEARN	580	\$74,454.08	\$93,067.60	\$111,681.12
MADISON AVENUE	555	\$71,900.88	\$89,876.10	\$107,851.32
MARYLAND	520	\$68,326.40	\$85,408.00	\$102,489.60
MOUNT HEBRON	583	\$74,760.46	\$93,450.58	\$112,140.70
MOUNT PARAN	520	\$68,326.40	\$85,408.00	\$102,489.60
MOUNT PARAN	520	\$68,326.40	\$85,408.00	\$102,489.60
PERRY HALL	520	\$68,326.40	\$85,408.00	\$102,489.60
PRINCE OF PEACE	610	\$77,517.92	\$96,897.40	\$116,276.88
ROLAND PARK	848	\$101,824.38	\$127,280.48	\$152,736.58
SAINT ANDREW	652	\$81,807.30	\$102,259.12	\$122,710.94
SAINT ANDREW'S	750	\$91,815.84	\$114,769.80	\$137,723.76
SAINT JOHN UNITED	580	\$74,454.08	\$93,067.60	\$111,681.12
SECOND	800	\$96,922.24	\$121,152.80	\$145,383.36
SECOND	520	\$68,326.40	\$85,408.00	\$102,489.60
SPRINGFIELD	520	\$68,326.40	\$85,408.00	\$102,489.60
TOWSON	850	\$102,028.64	\$127,535.80	\$153,042.96
TOWSON	610	\$77,517.92	\$96,897.40	\$116,276.88
TRINITY	520	\$68,326.40	\$85,408.00	\$102,489.60
WOODS MEMORIAL	1070	\$124,496.80	\$155,621.00	\$186,745.20
WOODS MEMORIAL	800	\$96,922.24	\$121,152.80	\$145,383.36
WOODS MEMORIAL	555	\$71,900.88	\$89,876.10	\$107,851.32