

YEAR 2026 FACTORS CONVERTED TO SALARIES



Base Factor = 520 (\$87,543.00)

Each Point over Base Factor = \$130.85

Cola Increase = 2.5%

CHURCH	FACTOR	PASTOR MINIMUM SALARY	PASTOR BASE SALARY	PASTOR MAXIMUM SALARY
ARK & DOVE	684	\$87,202.00	\$109,002.00	\$130,803.00
ARK & DOVE	520	\$70,034.00	\$87,543.00	\$105,052.00
ASHLAND	520	\$70,034.00	\$87,543.00	\$105,052.00
BABCOCK	520	\$70,034.00	\$87,543.00	\$105,052.00
BARRELLVILLE	520	\$70,034.00	\$87,543.00	\$105,052.00
BETHEL	655	\$84,166.00	\$105,208.00	\$126,249.00
BRIDGE (GLEN BURNIE KOREAN)	550	\$73,175.00	\$91,469.00	\$109,762.00
BROWN MEMORIAL PARK AVE.	905	\$110,336.00	\$137,920.00	\$165,504.00
BROWN MEMORIAL PARK AVE.	655	\$84,166.00	\$105,208.00	\$126,249.00
CATONSVILLE	750	\$94,111.00	\$117,639.00	\$141,166.00
CATONSVILLE	520	\$70,034.00	\$87,543.00	\$105,052.00
CENTRAL	900	\$109,813.00	\$137,266.00	\$164,719.00
CENTRAL	655	\$84,166.00	\$105,208.00	\$126,249.00
CHERRY HILL COMMUNITY	583	\$76,629.00	\$95,787.00	\$114,944.00
CHESTNUT GROVE	610	\$79,456.00	\$99,320.00	\$119,183.00
CHRIST MEMORIAL	820	\$101,438.00	\$126,798.00	\$152,158.00
CHRIST OUR ANCHOR	520	\$70,034.00	\$87,543.00	\$105,052.00
CHRIST OUR KING	655	\$84,166.00	\$105,208.00	\$126,249.00
CHURCHVILLE	610	\$79,456.00	\$99,320.00	\$119,183.00
DICKEY MEMORIAL	520	\$70,034.00	\$87,543.00	\$105,052.00
EMMITSBURG	520	\$70,034.00	\$87,543.00	\$105,052.00
FAITH	700	\$88,877.00	\$111,096.00	\$133,315.00
FALLSTON	520	\$70,034.00	\$87,543.00	\$105,052.00
FIRST & FRANKLIN	730	\$92,017.00	\$115,022.00	\$138,026.00
FIRST OF ANNAPOLIS	750	\$94,111.00	\$117,639.00	\$141,166.00
FIRST OF ANNAPOLIS	750	\$94,111.00	\$117,639.00	\$141,166.00
FIRST OF BEL AIR	610	\$79,456.00	\$99,320.00	\$119,183.00
FIRST OF CUMBERLAND	610	\$79,456.00	\$99,320.00	\$119,183.00
FIRST OF FROSTBURG	520	\$70,034.00	\$87,543.00	\$105,052.00
FIRST OF HOWARD	730	\$92,017.00	\$115,022.00	\$138,026.00
FIRST OF HOWARD (Future)	750	\$94,111.00	\$117,639.00	\$141,166.00
FIRST OF HOWARD	730	\$92,017.00	\$115,022.00	\$138,026.00
FIRST OF WESTMINSTER	750	\$94,111.00	\$117,639.00	\$141,166.00
FRANKLINVILLE	520	\$70,034.00	\$87,543.00	\$105,052.00
FREDERICK	791	\$98,403.00	\$123,003.00	\$147,604.00
GOOD SHEPHERD	520	\$70,034.00	\$87,543.00	\$105,052.00
GOVANS	700	\$88,877.00	\$111,096.00	\$133,315.00
GOVANS	520	\$70,034.00	\$87,543.00	\$105,052.00

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CHURCH	FACTOR	PASTOR MINIMUM SALARY	PASTOR BASE SALARY	PASTOR MAXIMUM SALARY
GRACE	520	\$70,034.00	\$87,543.00	\$105,052.00
GRANITE	520	\$70,034.00	\$87,543.00	\$105,052.00
GROVE	520	\$70,034.00	\$87,543.00	\$105,052.00
HAGERSTOWN	520	\$70,034.00	\$87,543.00	\$105,052.00
HAMILTON	655	\$84,166.00	\$105,208.00	\$126,249.00
HANCOCK	520	\$70,034.00	\$87,543.00	\$105,052.00
HARUNDALE	610	\$79,456.00	\$99,320.00	\$119,183.00
HAVENWOOD	520	\$70,034.00	\$87,543.00	\$105,052.00
HAVRE DE GRACE	520	\$70,034.00	\$87,543.00	\$105,052.00
HIGHLAND	520	\$70,034.00	\$87,543.00	\$105,052.00
HOPE	520	\$70,034.00	\$87,543.00	\$105,052.00
HUGHES MEMORIAL	684	\$87,202.00	\$109,002.00	\$130,803.00
HUNTING RIDGE	520	\$70,034.00	\$87,543.00	\$105,052.00
KENWOOD	520	\$70,034.00	\$87,543.00	\$105,052.00
KNOX	520	\$70,034.00	\$87,543.00	\$105,052.00
KOREAN UNITED	520	\$70,034.00	\$87,543.00	\$105,052.00
LIGHT STREET	610	\$79,456.00	\$99,320.00	\$119,183.00
LOCHEARN	580	\$76,315.00	\$95,394.00	\$114,473.00
MADISON AVENUE	555	\$73,698.00	\$92,123.00	\$110,547.00
MARYLAND	520	\$70,034.00	\$87,543.00	\$105,052.00
MOUNT HEBRON	583	\$76,629.00	\$95,787.00	\$114,944.00
MOUNT PARAN	520	\$70,034.00	\$87,543.00	\$105,052.00
MOUNT PARAN	520	\$70,034.00	\$87,543.00	\$105,052.00
PERRY HALL	520	\$70,034.00	\$87,543.00	\$105,052.00
PRINCE OF PEACE	610	\$79,456.00	\$99,320.00	\$119,183.00
ROLAND PARK	848	\$104,369.00	\$130,462.00	\$156,554.00
SAINT ANDREW	652	\$83,852.00	\$104,815.00	\$125,778.00
SAINT ANDREW'S	750	\$94,111.00	\$117,639.00	\$141,166.00
SAINT JOHN UNITED	580	\$76,315.00	\$95,394.00	\$114,473.00
SECOND	800	\$99,345.00	\$124,181.00	\$149,017.00
SECOND	520	\$70,034.00	\$87,543.00	\$105,052.00
SPRINGFIELD	520	\$70,034.00	\$87,543.00	\$105,052.00
TOWSON	850	\$104,579.00	\$130,724.00	\$156,868.00
TOWSON	610	\$79,456.00	\$99,320.00	\$119,183.00
TRINITY	520	\$70,034.00	\$87,543.00	\$105,052.00
WOODS MEMORIAL	1070	\$127,608.00	\$159,511.00	\$191,413.00
WOODS MEMORIAL	800	\$99,345.00	\$124,181.00	\$149,017.00
WOODS MEMORIAL	555	\$73,698.00	\$92,123.00	\$110,547.00