

## **Introductory Letter from the Four PA Conference Ministers regarding the 2026 Keystone Clergy Compensation Guidelines and Worksheet**

Dear Friends,

Among the many actions of the second meeting of the Keystone Board, Keystone Clergy Compensation Guidelines for 2026 were approved. An enormous amount of work was required to merge the compensation principles, practices, and varied economic realities from across that state. We believe we succeeded in doing so.

The cornerstone of these guidelines is the covenantal relationship between pastor and church. In this relationship, the pastor pledges to care for the spiritual and *administerial* needs of the congregation and the congregation in turn pledges to care for both the spiritual and temporal needs of the pastor. An important part of these temporal needs is a just wage consistent with the standard of living where the congregation ministers.

Some churches will compensate their clergy beyond these standards. Others will be hard pressed to meet even the basic salary level. The resources of each congregation are different. All communities are expected to grow in every way that builds up the Body of Christ—spiritually, affectionately, numerically, and financially. Churches and pastors are strongly encouraged to work together so that in their growth, aligning with these guidelines moves from priority to possibility. *Please read the introductory paragraphs carefully and do not hesitate to contact the Chair of your Association's Committee on Ministry with questions or concerns.*

With the Peace of Christ,  
*Bill Worley*, Pennsylvania Southeast Conference  
*Bonnie Bates*, Penn Northeast Conference  
*Carrie Call*, Penn Central Conference  
*David Ackerman*, Penn West Conference

September 11, 2025