



W-4.4006b(3) - Do we promise to pay him/her fairly and provide for his/her welfare he/she works among us;... Ordination/Installation questions for the congregation

The Committee on Ministry approved the following Minimum Terms of Call that are effective January 1, 2019. The minimum effective salary represents a 1.75% increase over the previous year.

This increase is based on the Social Security Cost of Living Adjustment (COLA) for 2019 and our striving to find a balance between what the congregation can afford and what a pastor needs to make a living. The COLA for 2019 will be between 3% and 3.5%.

All pastor positions must meet the Minimum Terms of Call.

Pastor in an Installed Position

	Mandatory
Minimum Effective Salary*	\$60,430
Pension/Medical	\$22,358** (37%)
Travel/Professional Reimbursement	\$1,000
Continuing education Allowance	\$1,200
Study Leave	2 Weeks <i>Incl. 2 Sundays</i>
Paid Vacation	4 Weeks <i>Incl. 4 Sundays</i>
Total Minimum	\$82,788

* Minimum Effective Salary includes housing, cash salary, deferred compensation, and any unvouchered expense. *Line 13 of Terms of Call Worksheet must equal or be greater than the Minimum Effective Salary.* For a pastor with a manse, the value of the manse is ordinarily the fair market rental value. **The value of the manse must be at least 30% of the total effective salary.**

Please consult the Board of Pensions publication "Understanding Effective Salary" for a complete list of what is and what is not included in Effective Salary.

Pastor with a Less than Full-Time Call (less than 40 hours per week)

See the "Rubric of Pastoral Responsibilities for a Solo Pastor" which outlines the responsibilities and hours required for part-time positions.

The minimum Effective Salary for a part-time teaching elder is the % of full-time hours that pastor works. Vacation and Continuing Education weeks and Travel and Continuing Education reimbursement are the same as full time.

**Please see the Presbytery Terms of Call Worksheet calculator for part time Board of Pension amount.

*** Part-time: use % of full-time hours to determine minimum effective salary

Pastors serving as Supply pastor or Interim/Transitional Pastor

Board of Pensions benefits (medical, death and disability, pension) are **required** for ministers working 20 hours or more unless other medical insurance is available. ** In such a case, it is required that the the pension and death and disability portions of the dues (**12%**) be paid.

** In the event the alternative medical insurance is no longer available (i.e. in the case of a job change), the church will be required to provide medical coverage.

If you have any questions, please contact one of the COM moderators or your COM liaison.

Commissioned Ruling Elders

	<i>Member Medical Coverage Only</i>
Effective Salary*** (75% of FT Pastor)	\$45,099
Travel/Professional Reimbursement	\$1,000
Continuing Education Allowance	\$1,200
Study Leave	2 Weeks <i>Incl. 2 Sundays</i>
Paid Vacation	4 Weeks <i>Incl. 4 Sundays</i>
Total Minimum	\$47,300

Negotiables include: Medical/Dental Insurance, SECA, 403(b)