

**Presbytery of New Harmony
Minimum Terms of Call for Ministers for 2020**

	2019	2020
		2.5% increase over 2019
Effective Salary (full time)		
Cash Salary	32,925	33,750
Use of Manse (valued at 30% of cash salary) or Housing Allowance	9,878	10,125
Total Effective Salary	42,803	43,875
Benefits		
Board of Pensions – Pastor’s Participation		
Medical (25% - Minimum basis \$44,000)		\$11,000
Pension (11%)		4,835
Death and Disability (1%)		445
Total Board of Pensions	16,280	16,280
½ of SECA	3,274	3,357
Books/Con Ed/Prof Exp/Mileage	6,750	6,750
Total Benefits	26,304	26,387
Total Cost to Church	69,107	70,262

Plus:

2 weeks study leave

4 weeks vacation

IRS mileage reimbursement (2019 = .58 cents/mile, 2020 rate set by IRS in December)

In establishing salary for pastors, the COM encourages congregations to consider special circumstances such as family financial obligations, education, and years in position. Churches currently at or near this minimum may wish to use the following as a guide in addressing those circumstances:

Add one unit (\$250) to the salary for any of the following that apply:

- One unit for each dependent child not in college
- Two units for each dependent child in college (full time student)
- One unit for an earned doctorate
- One unit for each year in the current position

It is further recommended that the following suggestions be considered by each congregation:

1. That, a minister be able to rollover continuing education time and money up to 4 weeks and \$2000 to enable more extensive educational opportunities.
2. For every 15 years a minister has completed in ministry, an additional week of vacation be added to the terms of call.
3. That a minister be granted a 3 month sabbatical period during each 7th year of service to a particular congregation.

The Committee on Ministry will be available to evaluate the ministry of pastors and congregations and suggest remedies to churches that are unable to meet minimum salary requirements.