

**Presbytery of New Harmony  
Minimum Terms of Call for Ministers for 2021**

	2020	2021
		1% increase over 2020
Effective Salary (full time)		
Cash Salary	33,750	34,100
Use of Manse (valued at 30% of cash salary) or Housing Allowance	10,125	10,230
<b>Total Effective Salary</b>	<b>43,875</b>	<b>44,330</b>
Benefits		
Board of Pensions – Pastor’s Participation		
Medical (25% - Minimum basis \$44,000)		\$11,083
Pension (11%)		4,872
Death and Disability (1%)		448
<b>Total Board of Pensions</b>	<b>16,280</b>	<b>16,403</b>
½ of SECA	3,357	3,392
Books/Con Ed/Prof Exp/Mileage	6,750	6,750
<b>Total Benefits</b>	<b>26,387</b>	<b>26,545</b>
<b>Total Cost to Church</b>	<b>70,262</b>	<b>70,875</b>

Plus:

2 weeks study leave

4 weeks vacation

IRS mileage reimbursement (2021 = \$0.56/mile)

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 7<sup>th</sup> 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.