

Presbytery of New Harmony Minimum Terms of Call for Ministers for 2022

Effective Salary (full time) 2% increase over 2021	
Cash Salary	34,782
Use of Manse (valued at 30% of cash salary) or Housing Allowance	10,433
Total Effective Salary (ES)	45,215
Benefits	
Board of Pensions – Pastor’s Participation (37% of ES) Medical (27%) Pension (8.5%) Death and Disability (1%) Temporary Disability (0.5%)	16,730
½ half of SECA (7.65% of ES)	3,460
Books/Continue Education/Professional Exp./Mileage (2022 = .56cents/mile)	6,750
Total Benefits	26,940
Total Cost to Congregation	\$72,155

Plus:

2 weeks Study Leave – *Presbytery minimum is 2 weeks, including 2 Sundays.*

4 weeks Vacation – *Presbytery minimum is 4 weeks, including 4 Sundays. Presbytery also recommends adding an additional week of vacation for every 15 years a minister has completed in ministry.*

Sabbatical Leave – *The Presbytery recommends a minister be granted a 3 month sabbatical during each 7th year of service to a congregation.*

In establishing salary for pastors, the COM encourages congregations to consider special circumstances such as family obligations, education, and years in position. Congregations 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 pastor be able to rollover continuing education time and money up to 4 weeks and \$2,000 to enable more extensive educational opportunities.
2. For every 15 years a pastor 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 congregations that are unable to meet minimum salary requirements.