

**Presbytery of New Harmony  
Minimum Terms of Call for Ministers for 2023**

	2022	2023
		4% increase over 2022
Effective Salary (full time)		
Cash Salary	34,782	36,175
Use of Manse (valued at 30% of cash salary) or Housing Allowance	10,433	10,850
<b>Total Effective Salary (ES)</b>	<b>45,215</b>	<b>47,025</b>
Benefits		
Board of Pensions – Pastor’s Participation (39% of ES)		
Medical (27%)	12,209	13,384
Pension (8.5%)	3,843	4,213
Death and Disability (1%)	452	495
Temporary Disability (0.5%)	226	248
<b>Total Board of Pensions</b>	<b>16,730</b>	<b>18,340</b>
½ half of SECA (7.65% of ES)	3,460	3,597
Books/Continuing Education/Professional Exp/Mileage	6,750	6,750
<b>Total Benefits</b>	<b>26,940</b>	<b>28,687</b>
<b>Total Cost to Church</b>	<b>\$72,155</b>	<b>\$75,712</b>

Plus:

2 weeks study leave

4 weeks vacation

IRS mileage reimbursement (2023 = .655 cents/mile)

In establishing salary for pastors, the **COM encourages congregations to consider** special circumstances such as family 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 10-week sabbatical leave 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.