

**The Presbytery of New Harmony
Minimum Terms of Call for Ministers for 2019**

	2018	2019
		2.5 % increase from 2018
<u>Effective Salary</u>		
Cash Salary	32,122	32,925
Use of Manse (valued at 30% of cash salary) or Housing Allowance	9,637	9,878
Total Effective Salary	41,759	42,803
<u>Benefits</u>		
Pension and Insurance (minimum dues basis = \$44,000)	16,280	16,280
½ SECA	3,195	3,274
Books/Con Ed/Prof Exp/Mileage	6,750	6,750
Total Benefits	26,225	26,304
Total Cost to Church	67,983	69,107

Plus:

2 weeks study leave

4 weeks vacation

* IRS mileage reimbursement @ 54.5 ¢/mile

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

Add one unit (\$250) to the salary for any of 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
- 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.