

**Mission Presbytery Minimum Terms of Call & Board of Pensions Rates
Effective July 9, 2023**

2023 Minimum Effective Salary

Full time:

Pastoral Calls: \$46,250

Certified Christian Educators: \$30,945

Associate Christian Educators: \$29,883

Part time minimum terms of call are prorated, according to the number of hours, based on 40 hours as full time.

“*Pastoral Calls*” applies to installed and temporary pastoral positions (stated supply, interim pastor).

“*Effective Salary*” is defined by the Board of Pensions. It includes:

- Cash salary
- Housing allowance or manse fair rental value
- Utilities allowance
- Bonuses
- Allowances that are not reimbursements
- Does not include SECA payments
- More information and explanation can be found at pensions.org (search for “effective salary”).

2023 Board of Pensions Dues, are based on full time compensation, and are subject to minimums and maximums. Basic dues are 39% of effective salary. There is a helpful calculator at pensions.org (search for “dues calculator”).

All installed pastoral positions (installed, designated, full or part time) must include full Pastor’s Participation in the Board of Pensions. Temporary positions (stated supply) may include full Pastor’s Participation, or Minister’s Choice options (if at least 20 hours/week), or no Board of Pensions benefits .

Thus, the total cost to a particular church, in order to meet the minimum terms of call for a full time, installed pastor is:

$$\mathbf{\$46,250 \text{ (effective salary)} + \$18,037 \text{ (Board of Pensions)} = \$64,287}$$

Minimum terms of call also include:

- Reimbursable allowances (car, book, continuing education)
- Four weeks of vacation and two weeks of study leave. These apply equally to full and part-time, installed and temporary positions
- G-2.0804: The call shall include provision for a minimum of twelve weeks paid family medical leave and participation in the benefits plan of the Presbyterian Church (U.S.A.) including both pension and medical coverage, or any successor plan approved by the General Assembly.

Mission Presbytery desires that each church have pastoral leadership. Mission Presbytery also desires that each pastoral leader be paid fairly for their labor. If your congregation can no longer meet the minimum terms of call for your pastor, please contact the Commission on Ministry at com@missionpby.org, and we will work with you to find a solution.

If you have questions about these terms, please contact the Stated Clerk at statedclerk@missionpby.org, or 210-826-3296