

2024 Mission Presbytery Minimum Terms of Call & Board of Pensions Rates

2024 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 apply to installed and temporary pastoral positions (Stated Supply, Interim, Commissioned Pastor).

The Board of Pensions defines effective salary. 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:
<https://www.pensions.org/what-we-offer/employer-guidance/effective-salary>

2024 Board of Pensions dues are 39% of the effective salary. A helpful calculator can be found at pensions.org:

<https://www.pensions.org/what-we-offer/employer-guidance/calculators>

There are a variety of plans: 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, Minister's Choice options (if at least 20 hours/week), or no Board of Pensions benefits. Find resources here: <https://www.pensions.org/what-we-offer/health>

The total cost to a particular church to meet the minimum terms of call for a full-time (40 hours per week) 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
- For Installed pastors: Book of Order G-2.0804, page 38, "...The call shall include a provision for a minimum of twelve weeks paid family medical leave...."

Mission Presbytery desires that each church has pastoral leadership. We also desire 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.

