

**2024 Mission Presbytery Minimum Terms of Call & Board of Pensions Rates  
Effective July 9, 2023—the date of the 2023-2025 Book of Order release  
(See G-2.0804 just before the last paragraph)**

**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”* 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:

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

*2024 Board of Pensions dues* are based on full-time compensation and are subject to minimums and maximums. Basic 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>

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.

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:

**\$46,250 (effective salary) + \$18,037 (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 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](mailto:com@missionpby.org), and we will work with you to find a solution.*

