

**2021 Minimum Terms of Call
for Ministers of the Word and Sacrament
The Presbytery of Carlisle
2601 North Front Street, Suite 107, Harrisburg, PA 17110**

Presbytery is required to establish Minimum Terms of Call for ministers serving within their jurisdiction (G-2.0804). The Minimum Terms of Call effective on all Calls as of January 1, 2021 are noted below. Sessions are required to annually review the adequacy of compensation for all their staff (G-2.0804). Presbytery **voted to increase by 1.25%** the Minimum Effective Salary for 2021. **When reviewing compensation, it is suggested that Sessions and Congregations take into consideration the value of the ministry their pastor (s) is doing and consider an increase in their compensation.**

Effective January 1, 2021

Allocation of the following items will be determined by the individual situation. Pastors and churches may vary how the total of items 1-5 is distributed. **For example**, if the total Salary and Housing (Lines 1 and 2) is \$60,000, the pastor could request the church to designate any combination equaling the \$60,000 figure.

1. Annual Cash Salary
2. Housing, utility and furnishings Allowances
3. Employing organization contributions to 403 (b) plans, tax sheltered annuity plans.*
4. Bonuses, overtime pay, unvouchered professional expenses allowance, gifts from employing organization.
5. Other allowances (for example medical deductible, SECA in excess of 7.65% of Effective Salary)
6. Manse Value- (*Board of Pensions regulations require that "Manse Value" must be at least 30% of Lines 1-5 for members residing in employer provided housing*) **Do not include utilities paid directly by the church.**
7. **Total Effective Salary (Lines 1-6)**
Minimum Effective Salary for 2021: \$54,078.00

Other Minimums

Board of Pensions Benefit Plan –

For All Installed Pastors: Pastors' participation plan - Dues are 37% of Effective Salary

For Temporary Pastors: (Those involving a Covenant of Agreement)

Full-time: Pastors Participation plan - Dues are 37% of Effective Salary OR

Minister's Choice (10% of Effective Salary) plus PPO Medical Coverage

(whichever is more cost effective) **Part-time:** (20 hours/week or more)

Ministers' Choice - Dues are 10% of Effective salary PLUS Menu Plan for Medical Coverage (cost varies by option chosen (PPO, EPO, HDHP)

Vacation- 30 days to include a minimum of 4 Sundays. Those part-time also receive 30 days.

Continuing Education Allowance- \$1000 per year- may accumulate to \$3000.

Continuing Education Leave- 14 days including 2 Sundays annually, may accumulate to 42 days.

Travel Allowance- Current allowable IRS rate

Spiritual Renewal- One (1) day per quarter (not a Sunday) for spiritual renewal and development

Allowances are to be vouchered rather than given as direct payments to clergy because of IRS regulations.

Employer Contributions. If any part or all of the Employing Organization contribution to a 403(b) is a "match" of an elective contribution by a Pastor, the matching amount must be excluded from Total Effective Salary- Line 7- when figuring Board of Pensions Dues) Use Line 3a on *Terms of Call Report Form

Social Security Self-Employment Contributions Act (SECA) Offset. The Committee on Ministry encourages congregations to assist their pastor (s) by paying the amount equal to the normal portion of Social Security an employer would pay on an employee's salary. Currently that amount is 7.65% of Effective Salary. **See Line 12 of Terms of Call Report Form.** This SECA offset is considered income when calculating federal taxes.