



*W-4.4006b(3) - Do we promise to pay him/her fairly and provide for his/her welfare he/she works among us;... Ordination/Installation questions for the congregation*

The Committee on Ministry approved the following Minimum Terms of Call that are effective January 1, 2021. The minimum effective salary represents a 0% increase over the previous year.

This increase is based on the Social Security Cost of Living Adjustment (COLA) for 2021 and our striving to find a balance between what the congregation can afford and what a pastor needs to make a living. Because of the uncertainty of the economy, the NJ Transition, and the outcome of pandemic the COM has determined not to make changes to the Minimum Terms of Call for 2021. This does not prohibit sessions/congregations from providing increases in the pastors’ terms of call for 2021.

**All pastor positions must meet the Minimum Terms of Call.**

**Pastor in an Installed Position**

	<b>Mandatory</b>
Minimum Effective Salary*	<b>\$61,457</b>
Pension/Medical	\$22,738** (37%)
Travel/Professional Reimbursement	\$1,000
Continuing education Allowance	\$1,200
Study Leave	2 Weeks <i>Incl. 2 Sundays</i>
Paid Vacation	4 Weeks <i>Incl. 4 Sundays</i>
Total Minimum	\$86,395

\* Minimum Effective Salary includes housing, cash salary, deferred compensation, and any unvouchered expense. *Line 13 of Terms of Call Worksheet must equal or be greater than the Minimum Effective Salary.* For a pastor with a manse, the value of the manse is ordinarily the fair market rental value. **The value of the manse must be at least 30% of the total effective salary.**

Please consult the Board of Pensions publication “Understanding Effective Salary” for a complete list of what is and what is not included in Effective Salary.

**Pastor with a Less than Full-Time Call (less than 40 hours per week)**

See the "Rubric of Pastoral Responsibilities for a Solo Pastor" which outlines the responsibilities and hours required for part-time positions.

*The minimum Effective Salary for a part-time teaching elder is the % of full-time hours that pastor works. Vacation and Continuing Education weeks and Travel and Continuing Education reimbursement are the same as full time.*

\*\*Please see the Presbytery Terms of Call Worksheet calculator for part time Board of Pension amount.

\*\*\* Part-time: use % of full-time hours to determine minimum effective salary

**Pastors serving as Covenant Supply pastor or Interim/Transitional Pastor**

Board of Pensions benefits (medical, death and disability, pension) are **required** for ministers working 20 hours or more unless other medical insurance is available. \*\* In such a case, it is required that the the pension and death and disability portions of the dues (**12%**) be paid.

\*\* In the event the alternative medical insurance is no longer available (i.e. in the case of a job change), the church will be required to provide medical coverage.

If you have any questions, please contact one of the COM moderators or your COM liaison.

**Commissioned Ruling Elders**

	<i>Member Medical Coverage Only</i>
Effective Salary*** (75% of FT Pastor)	\$45,866
Travel/Professional Reimbursement	\$1,000
Continuing Education Allowance	\$1,200
Study Leave	2 Weeks <i>Incl. 2 Sundays</i>
Paid Vacation	4 Weeks <i>Incl. 4 Sundays</i>
Total Minimum	\$48,066

Negotiables include: Medical/Dental Insurance, SECA, 403(b)