

2025 Mission Presbytery Minimum Terms of Call & Board of Pensions Rates

2025 Minimum Effective Salary

Full time

Pastoral Calls: \$47,500

Certified Christian Educators: \$30,945

Associate Christian Educators: \$29,883

Part-time: The 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.

- Cash salary + housing allowance or manse fair rental value
- Utility allowance
- Bonuses
- Allowances that are not reimbursements

Effective salary 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>

The Board of Pensions has been updated. There are different plans to consider for 2025. To understand them, go here: <https://www.pensions.org/>.

The Board of Pensions offers a helpful calculator for your needs. This will give you the exact amount due, given which option the pastor will use. Here's the link:

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

Find resources here: <https://www.pensions.org/what-we-offer/health>.

Minimum terms of call also include:

- Reimbursable allowances (car, book, continuing education)
- Four weeks of vacation and two weeks of study leave: These benefits apply equally to full-time, part-time, installed, and temporary positions, such as Stated Supplies.
- 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 each church to have 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.