

## **Proposed Adjustment for 2018 Minimum Terms of Compensation The Presbytery of New Covenant**

### **PART ONE: Compensation – 2% increase , rounded up to the nearest \$100....)**

#### Experience

Newly ordained	\$43,200	\$44,100
1 year experience	\$44,000	44,900
2 years experience	\$44,500	45,400
3 years experience	\$45,200	46,200
4 years experience	\$45,700	46,700
5 years experience	\$46,200	47,200
6 years experience	\$46,700	47,700
7 years experience	\$47,400	48,400
8 years experience	\$47,900	48,900
9 years experience	\$48,600	49,600
10+ years experience	\$50,200	51,400

[Compensation consists of salary plus housing and utility allowance as well as payments to offset self-employment taxes and non-reimbursement payments made on behalf of the recipient, including payments made for medical or other insurance coverage outside the Board of Pensions plans and dependent coverage under the Board of Pensions medical benefits plan. It DOES NOT include payments made to the Board of Pensions for Pension and basic medical benefits programs.]

Housing Allowance may not be approved to a date retroactive to the date of approval (IRC Section 107).

Part-time calls are to be prorated in accordance with the fraction of full-time service the call represents.

### **PART TWO: Reimbursed Expenses**

Automobile Expense Allowance, or Mileage —to be reimbursed at the IRS Standard Rate

### **PART THREE: Benefits**

#### a. Pension/Medical Dues

Participation in the denominational Pension/Death & Disability (nominally 12% of Total Effective Salary) and Major Medical Insurance Program for Member (nominally 25% of Total Effective Salary). Full dues are 37%.

#### b. Study Leave

For those clergy who do not attend the Presbytery of New Covenant Clergy Retreat: Study leave for two weeks with expense allowance of \$1,450 annually, accumulative for 3 years.

For those clergy who attend the Presbytery of New Covenant Clergy Retreat: Study leave for two weeks (*including 2 Sundays*), *plus 3 days*, with expense allowance of \$1,700 annually, cumulative for 3 years. This includes an additional allowance of \$250 for the Clergy Retreat and additional leave of three days (this leave is not cumulative).

Newly Ordained Clergy are expected to participate in the Presbytery of New Covenant Clergy Retreat for the first three years of ministry.

Newly Ordained Clergy are expected to participate in Entry into Ministry events sponsored/ supported by the Presbytery of New Covenant. Full provision will be made for the actual cost for one year (approximately \$750) and the time needed to participate in these events.

d. Paid Vacation

Paid vacation for four weeks (includes 4 Sundays).

***Study leave and vacation are not prorated for part-time calls or contracts. Study leave and vacation may be prorated for limited term calls or contracts.***

Actual Moving Expenses (where applicable).

## **PART FOUR: Annual Review**

The session will establish a review committee to meet with the Minister every twelve months to discuss:

- The congregation's expectations of the minister and how well he/she meets those expectations;
- The minister's expectations of the congregation and how well it (and its members) meet those expectations; and
- Adequacy of compensation.

The review committee is encouraged to utilize the resources provided by the Committee on Ministry "Guidelines for Church Professional Evaluations" [[http://www.pbyofnewcovenant.org/forms/2008\\_01\\_Guidelines\\_for\\_Evaluations.pdf](http://www.pbyofnewcovenant.org/forms/2008_01_Guidelines_for_Evaluations.pdf)]

The Session shall report to the Committee on Ministry, not later than July 1 of each year, the date on which the annual review was conducted, and the date of the congregational meeting (if a change in compensation is proposed by the Session) the revised terms of call were approved as provided in G-2.0804 of the Book of Order.

**(NOTE: A change in the contribution amount to the Board of Pensions is viewed by the Committee on Ministry as a change in compensation and congregational approval of such change is required.)**