

Standing Rules Appendix 1

Terms of Call

November 2021

For Ordained Ministers Serving in Called Positions within the bounds of Central Carolina Presbytery

Before a candidate or minister moves on to the field, Presbytery is responsible to examine him, receive him as a member, and approve his call (BCO 20-1, 20-6, 13-9a & c). To that end, our Presbytery has adopted a policy on minimum compensation to help churches and Sessions construct the terms of call. In addition, Presbytery recommends guidelines on severance, which some churches might consider including in their terms of call.

Minimum Compensation Policy - Each year at the fall stated meeting, the Admin Committee will recommend an amount as the minimum compensation package for ministers, and Presbytery will adopt an amount (salary, housing and benefits). A church or Session shall provide an explanation if they seek to call a minister with terms that do not meet Presbytery policy on minimum compensation. In such a case, the Examinations Committee will consult further with the church and prospective candidate or minister to discuss the reasons. This should be done before a call is presented to Presbytery. The committee will then report its recommendation to Presbytery.

The current minimum compensation package for **Senior, Solo, or Associate Pastors** is \$69,000 plus 4 weeks of paid vacation. (That equates to about \$55,000 salary/housing component, plus approx. 25% of the salary/housing component for the benefits component - medical & dental insurance, retirement annuity, Social Security, life and disability insurance, tuition, etc.). This figure was last reviewed on November 16, 2021. Minimum compensation for **Assistant Pastors** is 90% of this figure or \$62,100.

When compared with the average compensation at the 1st quartile of PCA pastors nationwide (ACQ1), our minimum is 97% of the ACQ1 for solo pastors, 75% for senior/lead pastors, 80% for associate pastors and 85% for assistant pastors. (A quartile is a point of distribution marking the 25%, 50% or 75% percentile.)

Below are average compensation figures from the 2020 nationwide survey of PCA pastors (676 responding). Also listed are figures from the South Atlantic region, which includes 6 states: Florida, Georgia, North Carolina, South Carolina, Virginia, and West Virginia.

Averages	Total	=	Salary	+	Housing	+	Benefits	=	CCP's min as %
Solo Pastors – nationwide	88,724		47,713		27,201		18,148		78%
South Atlantic	90,544		49,873		26,119		19,536		76%
0-100 members – nationwide	83,155		45,196		26,627		15,733		83%
1st quartile (ACQ1) – nationwide	70,871		35,421		22,940		10,250		97%
1st quartile – South Atlantic	70,989		33,620		21,509		11,831		97%
1st quartile – 0-100	64,415		34,584		20,506		8,625		107%
 Senior/Lead Pastors – nationwide	 114,572		 63,093		 32,132		 22,780		 60%
South Atlantic	114,033		61,116		32,269		23,015		61%
0-100 members – nationwide	85,222		47,370		27,233		15,998		81%
1st quartile (ACQ1) – nationwide	87,500		46,433		24,390		12,051		79%
1st quartile – South Atlantic	90,248		45,097		24,270		12,023		76%
 Associate Pastors – nationwide	 101,265		 52,557		 29,490		 21,412		 68%
South Atlantic	98,350		51,074		27,775		19,500		70%
0-200 members – nationwide	85,301		45,638		26,760		15,698		81%
1st quartile (ACQ1) – nationwide	84,033		39,840		24,000		12,048		82%
1st quartile – South Atlantic	85,268		37,318		21,950		10,330		81%
 Assistant Pastors – nationwide	 86,903		 44,493		 26,947		 18,822		 71%
South Atlantic	91,091		44,201		30,208		20,258		68%
0-100 members – nationwide	54,855		34,115		20,167		6,044		113%
1st quartile (ACQ1) – nationwide	66,156		36,945		20,000		8,434		94%
1st quartile – South Atlantic	71,814		36,121		21,000		9,910		86%

For comparison, in July 2021 the *salary* for NC public school teacher with a Master's degree ranged from \$38,500 to \$63,440 (0 to 25+ years' experience), which includes 2 months off - www.dpi.nc.gov.

Severance Guidelines

corrected August 2010

1. Severance Understanding in Terms of Call - The congregation (or the Session for assistant pastors) should consider formalizing some understanding of severance in its initial call to a minister or when it revises a call if not included initially. If doing so, the church can either adopt Presbytery's guidelines and include them (by reference) in the Terms of Call, or the church can express different stipulations in the Terms that they propose to the minister and to the Presbytery.
2. Severance is based on our Reformed understanding of compassion and grace, and thus should not be considered a reward for poor performance.
3. Due consideration should be given to the church's ability to pay severance.
4. Severance is considered in lieu of Unemployment Compensation.
5. If the minister was called for a set term (e.g. five years), then severance is not necessary at the expiration of the term, provided the minister was given reasonable notice that the call would not be renewed (similar to the periods shown below for severance). The renewal-decision date should be stipulated in original terms of call.
6. Severance is to be considered in instances when the congregation (or Session for assistant pastors) petitions Presbytery to dissolve the call (BCO 23-1), but there are no charges filed (BCO 32-2), offenses alleged (BCO 34-3) or Presbytery investigation pending of the minister (BCO 31-2). However, even if there are charges filed, offenses alleged, or a Presbytery investigation in process, consideration can still be given to the needs of the family even though there may be an absence of sympathy for the minister.
7.
 - a. If a minister voluntarily submits his resignation to Presbytery because he has received another call, severance is not customary.
 - b. However, if the resigning minister was encouraged to do so by the Session and he is not shortly moving to another call, the Session is encouraged to consider some agreement with the minister on "transitional support." The time periods below could inform this.
 - c. But if the minister resigns against the advice of the Session, transitional support is not customary (but the Session could still consider it).
 - d. Regardless, prior to submitting a resignation to the congregation or Presbytery, the minister and Session are encouraged to reach a formal agreement on transitional support if he is not shortly moving to another call.
8. Normally, the severance period would begin on the date when Presbytery or its commission approves the congregation's or Session's request and dissolves the call. In a case where a minister resigns (like the paragraph above), any "transitional support" could begin on whatever date the Session decides.
9. Normally, severance will cease when the minister obtains future employment comparable to or in excess of severance. However, if the minister obtains employment that is not comparable to the former compensation, the church will make up the difference during the term of severance package.
10. Normally, the severance amount includes "effective salary" (salary and housing) plus an amount equal to what was allocated for the benefit component (medical and dental insurance, life and disability insurance, social security, pension/annuity, tuition, etc.). Because insurance plans will not normally continue to cover a minister whose employment has ended, the benefit component should be paid directly to the minister. Severance does not usually include professional expenses or allowance amounts. Payments will usually be made according to the regular payroll schedule of the church, but lump-sum can be arranged if agreeable to both parties. The amounts in this paragraph will be based on the most recent terms of call on file in the office of Presbytery.
11. Consideration should be given to reimbursing unused vacation time by adding to severance amount.
12. If a manse is involved, the church and minister should reach some understanding in the original terms of call, in case a severance ever occurs.
13. Calculating severance, based on years of completed service (on a pro rata basis):

1 to 3 years = *6 months of severance*
4 years = *7 months of severance*

5 years = *8 months of severance*
6+ years = *9 months of severance*