



## PRESBYTERY OF WABASH VALLEY

January 9, 2012

### ***From the Commission on Ministry concerning Terms of Call:***

One of the delegated responsibilities from the Assembly to COM is to review and report annually the Terms of Call for pastoral leadership. Our polity at G-3.0303 charges the presbytery with responsibility to set minimum standards for compensation for pastoral calls, and our assembly has delegated this work to our Commission on Ministry. After reviewing various cost-of-living assessments and noting the increase in dues that provide medical and pension benefits, our COM voted in September to maintain the **full-time minimum “Effective Salary” for 2012 teaching elders at \$ 36,233.60 and for commissioned ruling elders at \$ 28,986.88.**

**So what is “Effective Salary” and why does it matter?** Through our polity, we follow the “biblical understanding of sharing based on need” and have agreed that terms of call for teaching elders must include participation in the benefits plan of the Presbyterian Church (U.S.A.) [G-2.0804], including pension and medical coverage. These collective benefits are funded through contributions of Board of Pension dues calculated on “Effective Salary” of each individual included in Board of Pensions plans. So the Board of Pensions has defined “Effective Salary” in detail in its booklet PLN-103, 3/11, available at <http://www.ourpresbytery.org/forms.htm> along with a form to report this information to COM. Items A through G constitute “Effective Salary.” Any changes in compensation must also be reported to the Board of Pensions, most easily by the Church Treasurer using **Benefits Connect**, the online program, or through the paper form ENR-111.

**How do we calculate Effective Salary for part-time calls?** COM takes the number of part-time hours per week, divided by 35 (hrs/wk) to calculate the part-time percentage compared to full-time work. For example, 28 hours is 80% of full time, so the minimum “effective compensation” for a teaching elder serving the church 28 hours per week must be \$28,987 and for a commissioned ruling elder, \$23,190. Note that this is a minimum requirement. Considering your specific community and ministry context, you may find that “equitable compensation” exceeds presbytery minimums [G-3.0106, G-3.0303].

**Questions?** You are welcome to call Rev. William McLean, moderator of COM, or Linda L. Long, Stated Clerk