

Terms of Call

Early in the call process, the Session will need to determine the financial compensation available for a new pastor, including moving costs. This is also a good time to confirm with the church personnel committee (if there is one) as well as the Session all of the compensation responsibilities,

The Presbytery determines minimum compensation guidelines annually as required by the Book of Order (G-3.0303c) and may be found on the Salem Presbytery website (www.salempresbytery.org). The Salem Presbytery minimums include financial compensation (salary, housing, social security offset, continuing education); vacation, study, and maternity/paternity leaves days; and guidelines for sabbatical leave. Annually, the Board of Pensions determines the cost of benefits. (www.pensions.org)

As a PNC is led to a particular candidate, there are often further conversations with the Session as well as the candidate about the terms of call. The terms must meet all the minimums set by the Presbytery and some will likely exceed them. The Session recommends the terms of call to the congregation and must be approved by the COM before being presented to the congregation. The terms of call must be approved by Salem Presbytery as recommended by the COM.

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