

The Presbytery of New Covenant
Minimum Terms of Call
Effective **January 1, 2007**

Part One: Compensation

1 year experience	\$35,250
2 years experience	\$35,750
3 years experience	\$36,250
4 years experience	\$36,750
5 years experience	\$37,250
6 years experience	\$37,750
7 years experience	\$38,250
8 years experience	\$38,750
9 years experience	\$39,250
10+ years experience	\$40,750

[Compensation consists of salary plus housing and utility allowance as well as Social Security Supplement, other compensation, and deferred compensation.]

PART TWO: Reimbursed Expenses

Auto Allowance– reimbursed at the IRS standard rate of reimbursement.

Part Three: Benefits

a. Pension/ Medical Dues

Full participation in the denominational Pension and Major Medical Insurance Program: **31.5% of the Total Effective Salary.**

b./c. 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 **\$1,380** annually, accumulative for 3 years.

For those Clergy who **do attend** the Presbytery of New Covenant Clergy Retreat: Study leave for two weeks with expense allowance of **\$1,615** annually, accumulative for 3 years. This *includes* an additional allowance of \$235 for the Clergy Retreat and additional leave of three days (this leave is not cumulative).

d. Paid Vacation for one month (4 Sundays).

Actual Moving Expenses.

Part Four: Annual Review

The session will establish 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.

Adopted August 22, 2006

The Presbytery of New Covenant
Guidelines and
Minimum Terms of Call
For Newly Ordained Clergy
Effective **January 1, 2007**

Part One: Compensation

0 years experience \$34,500

[Compensation consists of salary plus housing and utility allowance as well as Social Security Supplement, other compensation, and deferred compensation.]

Part Two: Reimbursed Expenses

Automobile – reimbursed at the IRS standard rate of reimbursement.

Part Three: Benefits

a. Pension/ Medical Dues

Full participation in the denominational Pension and Major Medical Insurance Program: **31.5% of the “Total Effective Salary.”**

b./c. Study Leave

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

Study leave for two weeks with expense allowance of \$1,615 annually, accumulative for 3 years. This allowance includes the cost of the Clergy Retreat (\$235) and additional leave of three days (this leave is not cumulative).

d. Annual Vacation for one month (4 Sundays).

Other: Entry into Ministry:

Full provision will be made for the actual cost for one year (plus or minus \$750) and the time needed to participate in the Entry into Ministry Events sponsored/ supported by the Presbytery of New Covenant.

Actual Moving Expenses.

Part Four: Annual Review

The session will establish 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.

Adopted August 22, 2006