

## **CONTRACT CALL PASTORS**

The Committee on Ministry has proposed that there should be minimums for contract call pastors and contract call associates. The following represents the COM's response.

### **History of the Contract Call Pastor in Shenango Presbytery**

The Contract Call was born when the New Form of Government came into effect in 2011, leaving the door open for presbyteries to determine the kinds of pastoral leadership needed in their particular context. For Shenango Presbytery, the decision was made that we would have Contract Call pastors. These pastors would be ordained Ministers of Word and Sacrament (MWS) or elders who are Commissioned Pastors, but rather than being installed they would be on renewable contracts.

As of January 1, 2022, our minimum effective salary for called, installed pastor leadership (including salary/housing allowance) is \$54,340. Additionally, there are Board of Pension dues, continuing education of \$1,000; four (4) weeks paid vacation, two (2) weeks study leave; and additional benefits totaling \$4,100 to be divided among other expenses as the pastor sees fit. (Full time compensation is based on 40-45 hours per week.)

Forty-eight percent of our churches have contract call pastors. Recognizing that we have churches with memberships from 15 folks to 100 folks employing contract call pastors as sola pastor, minimum salary requirements for contract call pastors would be prohibitive for our smaller churches, and could result in closing a lot of churches that are otherwise engaged in vital ministry and mission.

### **Guidelines for Contract Call Pastors**

In order to support our smaller churches' ability to hire a contract call pastor, while also supporting our pastors' need for compensation, the Committee on Ministry offers these guidelines on what churches and pastors should expect. These are indeed guidelines, intended to give a starting point for conversation between the pastor and the church when a Contract Call is being issued in order to keep job descriptions realistic for both the church and the pastor. Churches should consider higher compensation for pastors who have more experience.

As with All pastor/congregation relationships, these guidelines are subject to negotiation. These dollar amounts are the minimum effective salary only (salary and housing). Churches are encouraged to consider providing pension and insurance. Board of Pension benefits are only applicable for those who work 20 or more hours. Minimum compensation for Contract Call Pastors also includes four weeks' vacation and two weeks study leave. Congregations who are engaging Contract Call Pastors with limited hours should be aware that part of the role of clergy is to participate in the life in the larger church and this may or may not affect the hours available in a given week. The responsibilities are guidelines only and should be negotiated based on the needs of both pastor and congregation.

*(See reverse for guidelines)*

## **Contract Call Pastor Salary and Duties Guidelines for 2022**

### **Contract calls for 10-12 hours per week (1/4 time): (one quarter of minimum is \$13,585)**

- Sermon preparation (10 hours/week)
- Sunday morning worship preparation
- Sunday morning worship
- Moderate session
- Funerals

### **Contract calls for 13-19 hours per week (1/3 time): (one-third of minimum is \$18,113)**

- Sermon preparation (10 hours/week)
- Sunday morning worship preparation
- Sunday morning worship
- Moderate session
- Funeral
- One day of hospital/shut in visitations of office work involving committee preparation, or community involvement

### **Contract calls for 20-25 hours per week (1/2): (one half of minimum is \$27,170)**

- Sermon preparation (10 hours/week)
- Sunday morning worship preparation
- Sunday morning worship
- Moderate session
- Funeral
- One day of hospital/shut in visitations of office work involving committee preparation, or community involvement
- One program/activity such as Wed night program, a Bible study

### **Contract calls for 26-29 hours per week (2/3 time): (2/3 of minimum is \$36,226)**

- Generally the same responsibilities as the half time with some additional hours into those items already discussed.

### **Contract calls for 30-32 hours per week (3/4 time): (3/4 of minimum is \$40,755)**

- Sermon preparation (10 hours/week)
- Sunday morning worship preparation
- Sunday morning worship
- Moderate session
- Funerals and special services (Ash Wednesday, Holy Thursday, Christmas Eve, etc.)
- Two days of hospital/shut in visitations/office work/leadership development/committee preparation/community involvement
- One program/activity such as Wed night supper, Bible study
- One day of hospital/shut in visitations of office work involving committee preparation, or community involvement
- One program/activity such as Wed night program, a Bible study