

PASTORAL COMPENSATION FOR THE PRESBYTERY OF HUNTINGDON

A-36.1000 CALLED & CONTRACTUAL RELATIONSHIPS

A-36.1100 Application The following rules shall apply for compensation to pastors and persons in temporary pastoral relationships. In addition, when a teaching elder member of this presbytery enters into a validatable ministry other than an installed position, Committee on Ministry shall review his or her contract or call, and counsel with him or her regarding the terms.

A-36.2100 Basic Terms of Call The basic terms of call for installed pastors, full-time interims, and persons in validated ministries under presbytery's jurisdiction shall not be lower than that adopted by the Presbytery of Huntingdon.

A-36.2200 COM Recommendations Each year, ordinarily at the summer stated meeting, Committee on Ministry shall make recommendations on changes in presbytery's basic terms of call, the terms to become effective on January 1 of the following year.

A-36.2300 Effective January 1 Terms of call for particular churches and persons in validated ministries under presbytery's jurisdiction shall meet or exceed the new basic terms of call by January 1 of the year following presbytery action, or an exception shall be sought from presbytery through the Committee on Ministry.

A-36.2400
Required
Elements

The terms of call for pastors shall include, as a minimum, the following:

a. Full participation in the benefits program of the Presbyterian Church (U.S.A.) or that of a Full Communion Partner.

Addendum June 2014: Sessions and teaching elders should take note that the Board of Pensions has restructured its dues requirements. Congregations continue to be required by the Book of Order to provide full Board of Pensions coverage for the pastor. Starting in January 2015, inclusion of the pastor's spouse or dependents will cost an additional 1.5%. This 1.5% may be paid entirely by the congregation or entirely by the pastor, or any combination thereof. If the pastor is single or has a spouse or dependents covered by other policies, there will be no change from the present.

It is the concern of the Committee on Ministry that every spouse and dependent will have health insurance, as required by federal law. Sessions should ask their pastor whether their spouse and/or dependents are covered by other policies. If so, the congregation or pastor need not pay for coverage through the Board of Pensions for the spouse and dependents. If the pastor has a spouse or dependents, who are not otherwise covered, they must be included in the Board of Pensions coverage. The session and the pastor will negotiate how that cost will be split.

b. The obligation to release the pastor for one week per year, including Sunday, to be available for service in the higher *councils*.

c. A grant of two weeks each year, cumulative to six weeks, and \$1000 per year, cumulative to \$3,000 over three years, for continuing education, content to be determined in consultation with the session.

d. Commitment that the pastor's terms of call shall not fall below the basic compensation established from time to time by presbytery.

e. A grant of at least one month vacation, including at least four Sundays.

f. Reimbursement of vouchered travel expenses at the presbytery-determined mileage rate, up to a maximum negotiated with session.

A-36.2500
Manse

In order to provide safe and adequate housing for pastors for whom pastoral compensation includes a manse:

A-36.2510
Annual
inspection

1. Congregations and parishes which provide a manse as part of pastoral compensation are encouraged to have their trustees inspect the manse on an annual basis.

A-36.2520
New calls
manse

2. Before a pastoral call which includes a manse can be extended, the congregation(s) or parish shall have the manse inspected by a third-party professional. The report of the inspection shall be provided to the potential pastor, the session, and the Committee on Ministry. The church shall have the manse cleaned just prior to move in.

A-36.2530 manse at end of call	3. In pastoral calls which include a manse, it is encouraged that, at the time of dissolution of a call, the manse be jointly inspected by the pastor and representatives of the session or trustees.
A-36.2540	4. Manse renter's insurance: In pastor calls which include a manse, it is an expectation that pastor will obtain renter's insurance on his/her personal property in the manse and personal liability coverage.
A-36.2550	5. Manse rental agreement: In pastor calls which include a manse, it is an expectation that the session has a written manse rental agreement with the pastor. The fact of a renter's agreement will be part of the terms of call, but the specific agreement does not have to be reported to presbytery.
A-36.3000	<u>Compensation & Guidelines For Special Times In The Life Of Congregations</u>
A-36.3100	Pulpit Supplies
A-36.3110 Approved Pulpit List	The Committee on Ministry shall provide an Approved Pulpit Supply list. A. Sessions seeking a pastor shall use the Approved Pulpit Supply List when filling the pulpit. Exceptions to this policy shall be cleared in advance with the Committee on Ministry through the presbytery-appointed moderator of the session(s). This provision shall not apply to members or staff of the particular church(es), and officers of presbytery, synod, and General Assembly. B. No session may engage any person not on the Approved Pulpit Supply List more than three times per annum without permission of the Committee on Ministry. Session shall contact Committee on Ministry or the presbytery office to enable the Committee on Ministry to interview the candidate for suitability for placement on the Approved Pulpit Supply list.
A-36.3120 Pulpit Sup- ply Compen- sation	Remuneration for all pulpit supplies shall be a minimum of \$75.00 honorarium for one service, and \$10.00 for each additional service requested, plus mileage at the current rate approved by presbytery for terms of call.
A-36.3200 Temporary Supply	The Committee on Ministry shall consider any person who has preached more than three times in a month for three consecutive months at the same church to be a temporary supply. The Committee shall consult with the session about drafting a specific temporary supply agreement.
A-36.3210 Shall Not Be Called	The basic understanding of this presbytery is that interim pastoral relationships and designated pastoral relationships are temporary positions and that persons serving in these relationships should not anticipate becoming the next called and installed pastor of the church(es) served.
A-36.4000 Moderators	Moderators

- A-36.4100 The pastor of a congregation shall be the moderator of the session of that congregation. If it is impractical for the pastor to moderate, he or she shall invite another teaching elder who is a member of this presbytery or a person authorized by the presbytery to serve as moderator. If there is no installed pastor, or if the pastor or commissioned lay pastor appointed as moderator of the session is unable to invite another moderator, the presbytery shall make provision for a moderator. [G-3.0104]
- A-36.4200 Because we are a connectional body, it is the judgment of this presbytery that those who moderate its sessions should be persons under the authority of the presbytery. A moderator shall normally be a teaching elder member of presbytery. If it is impractical for a teaching elder member of presbytery to moderate, the following may moderate sessions when appointed by presbytery: commissioned lay pastors to the sessions to which they are commissioned; ruling elders currently or formerly serving on the Committee on Ministry; and the stated clerk or General Presbyter when a ruling elder.
- A-36.4300
Moderator compensation Compensation for services to pastorless churches shall be negotiated by the Committee on Ministry with the session of the church to be served. Compensation shall be based on the level of responsibilities desired of the moderator.
- A-36.4400
Minimums The moderator shall be reimbursed at no less than \$60 per work unit (i.e. morning, afternoon, or evening; each work unit is three to four hours in length). This includes preparation time, travel time and time spent at any meeting or event. When a pastor is unable to moderate his or her session or congregational meeting, the appointed moderator shall also be compensated according to these guidelines.
- A-36.4500
Quarterly Reporting Moderators of pastorless churches shall make a quarterly report to the Committee on Ministry, including a list of persons who filled the pulpit during the previous quarter.
- A-36.5000 **Other Clergy Services**
- A-36.5100
Additional Services When a church is without a pastor, the session may seek the services of another teaching elder or commissionable lay pastor within the presbytery to provide pastoral services.

A-36.5200
Non-
Presbyterians

If a church without a pastor wishes to seek pastoral services from a teaching elder who is not a member of presbytery, the teaching elder must first be approved by the presbytery through its Committee on Ministry, including an acceptable Criminal Background Check, sexual conduct signoff, statement of good standing from his or her denomination, and permission of his or her denomination to serve our church, in addition to having acceptable knowledge of Reformed theology and practice and willingness to abide by Presbyterian practices.

Only minister members of Full Communion Partner denominations may officiate at the sacraments, conduct new member classes, or moderate sessions. Minister members of denominations other than Full Communion Partners may officiate at the sacraments only if they are examined specifically on, and found to have acceptable knowledge of, Reformed theology and practice regarding the sacraments and express willingness to abide by Presbytery practices. Minister members of denominations other than Full Communion Partners may not moderate sessions or congregational meetings or conduct new member classes.

Non-Presbyterians, who are not members of Full Communion Partner denominations, are not eligible to become called and installed pastors in the Presbytery of Huntingdon, except by following the process in the Presbytery's Examination Policy for reception into Continuing Membership in the Presbytery of Huntingdon.

A-36.5300
Approvals

The relationship shall be approved by the teaching elder, the session of the pastor's church (if any), the session of the church without a pastor, and the presbytery through its Committee on Ministry. In no case shall the terms of call of the pastor in such a relationship be changed or reduced by the pastor's church.

A-36.5310
Terms

The contract, including compensation at no less than \$15 per hour, shall be approved by the session of the church without a pastor and by the presbytery through its Committee on Ministry.

A-36.5320
Mileage

In all cases, mileage at the current rate approved by presbytery for terms of call shall be paid by the church to those providing ministerial or moderatorial services to the church

A-36.5340
Review
annually

The relationship shall be reviewed at least annually by the parties involved.