

# Standing Rules Appendix 1

## Terms of Call

November 2023

For Ordained Ministers Serving in Called Positions within the bounds of Central Carolina Presbytery

Before a candidate or minister moves on to the field, Presbytery is responsible to examine him, receive him as a member, and approve his call (BCO 20-1, 20-6, 13-9a & c). To that end, our Presbytery has adopted a policy on minimum compensation to help churches and Sessions construct the terms of call. In addition, Presbytery recommends guidelines on severance, which some churches might consider including in their terms of call.

**Minimum Compensation Policy** - Each year at the fall stated meeting, the Admin Committee will recommend an amount as the minimum compensation package for ministers, and Presbytery will adopt an amount (salary, housing and benefits). A church or Session shall provide an explanation if they seek to call a minister with terms that do not meet Presbytery policy on minimum compensation. In such a case, the Examinations Committee will consult further with the church and prospective candidate or minister to discuss the reasons. This should be done before a call is presented to Presbytery. The committee will then report its recommendation to Presbytery.

The current minimum compensation package for **Senior, Solo, or Associate Pastors** is \$76,000 plus 4 weeks of paid vacation. (That equates to about \$60,800 salary/housing component, plus approx. 25% of the salary/housing component for the benefits component - medical & dental insurance, retirement annuity, Social Security, life and disability insurance, tuition, etc.). This figure was last reviewed on November 14, 2023. Minimum compensation for **Assistant Pastors** is 90% of this figure or \$68,400.

When compared with the average compensation at the 1st quartile of PCA pastors nationwide (ACQ1), our minimum is 92% of the ACQ1 for solo pastors, 78% for senior/lead pastors, 88% for associate pastors and 95% for assistant pastors. (A quartile is a point of distribution marking the 25%, 50% or 75% percentile.)

Below are average compensation figures from the 2022 nationwide survey of PCA pastors (744 responding). Also listed are figures from the South Atlantic region, which includes 6 states: Florida, Georgia, North Carolina, South Carolina, Virginia, and West Virginia.

Averages	Total	=	Salary	+	Housing	+	Benefits	=	CCP's min as %
Solo Pastors – nationwide	96,586		51,000		28,800		17,000		79%
South Atlantic	101,487		53,541		27,667		16,307		75%
0-100 members – nationwide	89,975		49,492		28,100		13,702		84%
1st quartile (ACQ1) – nationwide .....	82,625 .....		41,150 .....		24,000 .....		7,604 .....		92%
1st quartile – South Atlantic	72,439		41,156		23,680		7,080		105%
1st quartile – 0-100	74,600		37,919		24,000		7,265		102%
Senior/Lead Pastors – nationwide	120,711		64,614		32,000		24,188		63%
South Atlantic	124,026		65,730		31,551		23,459		61%
0-100 members – nationwide	87,025		49,076		28,000		15,766		87%
1st quartile (ACQ1) – nationwide .....	97,042 .....		48,120 .....		26,000 .....		14,495 .....		78%
1st quartile – South Atlantic	99,679		49,208		25,000		13,996		76%
Associate Pastors – nationwide	109,897		56,706		30,000		23,147		69%
South Atlantic	107,039		55,892		30,000		22,107		71%
0-100 members – nationwide	74,856		35,014		24,000		15,374		102%
1st quartile (ACQ1) – nationwide .....	86,084 .....		45,126 .....		25,000 .....		10,856 .....		88%
1st quartile – South Atlantic	92,315		44,361		25,222		10,000		82%
Assistant Pastors – nationwide	93,300		50,626		28,800		16,706		73%
South Atlantic	95,750		47,725		30,000		17,013		71%
0-100 members – nationwide	78,724		60,000		22,700		16,529		87%
1st quartile (ACQ1) – nationwide .....	72,120 .....		38,520 .....		20,000 .....		7,825 .....		95%
1st quartile – South Atlantic	77,459		38,850		20,750		8,350		88%

For comparison, in July 2023 the *salary* for NC public school teacher with a Master's degree ranged from \$42,900 to \$67,220 (0 to 25+ years' experience), which includes 2 months off - [www.dpi.nc.gov](http://www.dpi.nc.gov).

# Severance Guidelines

corrected August 2010

1. Severance Understanding in Terms of Call - The congregation (or the Session for assistant pastors) should consider formalizing some understanding of severance in its initial call to a minister or when it revises a call if not included initially. If doing so, the church can either adopt Presbytery's guidelines and include them (by reference) in the Terms of Call, or the church can express different stipulations in the Terms that they propose to the minister and to the Presbytery.
2. Severance is based on our Reformed understanding of compassion and grace, and thus should not be considered a reward for poor performance.
3. Due consideration should be given to the church's ability to pay severance.
4. Severance is considered in lieu of Unemployment Compensation.
5. If the minister was called for a set term (e.g. five years), then severance is not necessary at the expiration of the term, provided the minister was given reasonable notice that the call would not be renewed (similar to the periods shown below for severance). The renewal-decision date should be stipulated in original terms of call.
6. Severance is to be considered in instances when the congregation (or Session for assistant pastors) petitions Presbytery to dissolve the call (BCO 23-1), but there are no charges filed (BCO 32-2), offenses alleged (BCO 34-3) or Presbytery investigation pending of the minister (BCO 31-2). However, even if there are charges filed, offenses alleged, or a Presbytery investigation in process, consideration can still be given to the needs of the family even though there may be an absence of sympathy for the minister.
7.
  - a. If a minister voluntarily submits his resignation to Presbytery because he has received another call, severance is not customary.
  - b. However, if the resigning minister was encouraged to do so by the Session and he is not shortly moving to another call, the Session is encouraged to consider some agreement with the minister on "transitional support." The time periods below could inform this.
  - c. But if the minister resigns against the advice of the Session, transitional support is not customary (but the Session could still consider it).
  - d. Regardless, prior to submitting a resignation to the congregation or Presbytery, the minister and Session are encouraged to reach a formal agreement on transitional support if he is not shortly moving to another call.
8. Normally, the severance period would begin on the date when Presbytery or its commission approves the congregation's or Session's request and dissolves the call. In a case where a minister resigns (like the paragraph above), any "transitional support" could begin on whatever date the Session decides.
9. Normally, severance will cease when the minister obtains future employment comparable to or in excess of severance. However, if the minister obtains employment that is not comparable to the former compensation, the church will make up the difference during the term of severance package.
10. Normally, the severance amount includes "effective salary" (salary and housing) plus an amount equal to what was allocated for the benefit component (medical and dental insurance, life and disability insurance, social security, pension/annuity, tuition, etc.). Because insurance plans will not normally continue to cover a minister whose employment has ended, the benefit component should be paid directly to the minister. Severance does not usually include professional expenses or allowance amounts. Payments will usually be made according to the regular payroll schedule of the church, but lump-sum can be arranged if agreeable to both parties. The amounts in this paragraph will be based on the most recent terms of call on file in the office of Presbytery.
11. Consideration should be given to reimbursing unused vacation time by adding to severance amount.
12. If a manse is involved, the church and minister should reach some understanding in the original terms of call, in case a severance ever occurs.
13. Calculating severance, based on years of completed service (on a pro rata basis):

1 to 3 years = *6 months of severance*  
4 years = *7 months of severance*

5 years = *8 months of severance*  
6+ years = *9 months of severance*