



Varieties of Pastoral Positions In the Presbytery of Donegal

Installed Pastor – At Least Half Time

An installed position for a minister with the Call to the position voted upon by the congregation when the Pastor Nominating Committee presents the candidate. The vote is to request that the presbytery install the pastor. The term is an “unlimited term,” meaning that it continues until the Call is dissolved. When the Call does come to an end, it will be dissolved upon the vote of the congregation, with the concurrence of the presbytery through the Connecting Our Ministry Commission. May be part time or full-time. If the dissolution of the Call comes because the position is being downsized or eliminated, or because the congregation is requesting the dissolution, there must either be six months’ notice to the pastor, or six month’s severance pay, or a combination of notice and severance of at least six months.

The Installed Pastor will either be a Teaching Elder (also known as Minister of the Word and Sacrament) member of Donegal Presbytery, or a minister in a “Formula of Agreement” denomination – the United Church of Christ, Evangelical Lutheran Church in America or Reformed Church in America. The pastor will be the moderator of Session and Congregation.

Compensation: At least Presbytery minimum, (pro-rated for part-time service if necessary.) Compensation may be higher, depending upon work experience, skills, and education level.

Professional Expenses:

- Must include mileage allowance
- At least \$750 for continuing education
- At least \$600 for communication/technology allowance
- Professional Expense allowance encouraged

Benefits:

- *Must* include enrollment in the Board of Pensions (BoP) Pastor Participation Plan (comprehensive plan that includes medical/pension/death/long-term disability/short-term disability) 37% of salary. This is a *Book of Order* requirement.
- *May* include other employer-paid coverage such as vision, dental, life insurance and additional contribution to the BoP Retirement Savings Program or other qualified 403(b).

Vacation/Study Leave: Must include 4 weeks’ vacation, including 4 Sundays and 2 weeks study leave, including 2 Sundays.

Installed Pastor for A Designated Term – At Least Half Time

An installed position for a minister with the Call to the position voted upon by the congregation when the Pastor Nominating Committee presents the candidate. May be part time or full-time. The vote is to request that the presbytery install the pastor. The term is an “designated term,” meaning that Call is for a specified length of time from two to four years. The length of the term may be extended to a maximum total of four years, at which time the Call must either become Installed for an Unlimited Term or come to an end. When the Call does come to an end, it will be dissolved upon the vote of the congregation, with the concurrence of the presbytery through the Connecting Our Ministry Commission. If the dissolution of the Call is requested before the conclusion of the term – because the position is being downsized or eliminated, or because the congregation is requesting the dissolution, there must either be six months’ notice to the pastor, or six month’s severance pay, or a combination of notice and severance of at least six months.

The Installed Pastor for a Designated Term will either be a Teaching Elder (also known as Minister of the Word and Sacrament) member of Donegal Presbytery, or a minister in a “Formula of Agreement” denomination – the United Church of Christ, Evangelical Lutheran Church in America or Reformed Church in America. The pastor will be the moderator of Session and Congregation.

Compensation: At least Presbytery minimum, (pro-rated for part-time service if necessary.) Compensation may be higher, depending upon work experience, skills, and education level.

Professional Expenses:

- Must include mileage allowance
- At least \$750 for continuing education
- At least \$600 for communication/technology allowance
- Professional Expense allowance encouraged

Benefits:

- *Must* include enrollment in the Board of Pensions (BoP) Pastor Participation Plan (comprehensive plan that includes medical/pension/death/long-term disability/short-term disability) 37% of salary. This is a *Book of Order* requirement.
- *May* include other employer-paid coverage such as vision, dental, life insurance and additional contribution to the BoP Retirement Savings Program or other qualified 403(b).

Vacation/Study Leave: Must include 4 weeks’ vacation, including 4 Sundays and 2 weeks study leave, including 2 Sundays.

Covenant Pastor – At Least Half Time

A non-installed position for a minister with the offer of employment issued by the session, with approval of the presbytery's Connecting Our Ministry Commission. May be part time or full-time. May be for a specific term or renewed annually. Includes an agreement for how the position is terminated, generally 60 days on either side, except for family emergency on the part of the pastor.

If the Pastor is a PC(USA) Teaching Elder member of Donegal Presbytery, then the pastor will be the moderator of Session and Congregation. If the pastor is a minister in another denomination, then a minister member of Donegal Presbytery will be appointed as Moderator. The minister of another denomination may take presbytery-sponsored classes in Polity and Reformed Theology/Worship to qualify for service as a moderator.

Compensation: At least Presbytery minimum, (pro-rated for part-time service if necessary.) Compensation may be higher, depending upon work experience, skills, and education level.

Professional Expenses:

- Must include mileage allowance
- At least \$750 for continuing education
- At least \$600 for communication/technology allowance
- Professional Expense allowance encouraged

Benefits:

- *May* include enrollment in the Board of Pensions (BoP) Pastor Participation Plan (full medical/pension/death/disability) 37% of salary
- If not enrolled in the Pastor Participation Plan, encourage Enrollment in the BoP Minister's Choice program, which includes the Defined Benefit Pension Plan, Death and Disability Plan, Temporary Disability Plan, and Employee Assistance Plan.(10% of salary).
- *Must* include at least 10% of salary for medical expenses in situations, in which medical coverage is provided through a spouse or other employment
- If not enrolled in the Defined Benefit Pension plan, then must include at least 10% for employer contribution to the BoP Retirement Savings Program or other qualified 403(b). Must also include participation in the BoP Death and Disability Program unless there is other Death and Disability Coverage.

Vacation/Study Leave: Must include 4 weeks' vacation and 2 weeks study leave

Temporary/Transitional/Interim Pastor – At Least Half Time

A non-installed position for a minister with the offer of employment issued by the session, with approval of the presbytery Connecting Our Ministry Commission (COM). May be part time or full-time. The position is for a specific term, which may be renewed as needed, while maintaining the temporary nature of the position. Includes an agreement for how the position is terminated if the term is not expired, generally 60 days on either side, except for family emergency on the part of the pastor. Interim Pastors sign a covenant that they will not apply for an Installed or Covenant Pastor position in the congregation of service as an interim. Temporary or Transitional Pastors may apply for Installed or Covenant Pastor positions upon the invitation of the session, with the concurrence of COM.

If the Pastor is a PC(USA) Teaching Elder member of Donegal Presbytery, then the pastor will be the moderator of Session and Congregation. If the pastor is a minister in another denomination, then a minister member of Donegal Presbytery will be appointed as Moderator. The minister of another denomination may take presbytery-sponsored classes in Polity and Reformed Theology/Worship to qualify for service as a moderator.

Compensation: At least Presbytery minimum, (pro-rated for part-time service if necessary.) Compensation may be higher, depending upon work experience, skills, and education level.

Professional Expenses:

- Must include mileage allowance
- At least \$750 for continuing education
- At least \$600 for communication/technology allowance
- Professional Expense allowance encouraged

Benefits:

- *May* include enrollment in the Board of Pensions (BoP) Pastor Participation Plan (full medical/pension/death/disability) 37% of salary
- If not enrolled in the Pastor Participation Plan, then Enrollment in the BoP Minister's Choice program is encouraged, which includes the Defined Benefit Pension Plan, Death and Disability Plan, Temporary Disability Plan, and Employee Assistance Plan.(10% of salary).
- *Must* include at least 10% of salary for medical expenses in situations, in which medical coverage is provided through a spouse or other employment
- If not enrolled in the Defined Benefit Pension plan, then must include at least 10% for employer contribution to the BoP Retirement Savings Program or other qualified 403(b). Must also include participation in the BoP Death and Disability Program unless there is other Death and Disability Coverage.

Vacation/Study Leave: Must include 4 weeks' vacation and 2 weeks study leave.

Commissioned Ruling Elder Pastor

A non-installed position for a Commissioned Ruling Elder Pastor with the offer of employment issued by the session, with approval of the presbytery Connecting Our Ministry Commission. May be part time or full-time. May be for a specific term or renewed annually. Includes an agreement for how the position is terminated, generally 60 days on either side, except for family emergency on the part of the pastor.

A Commissioned Ruling Elder Pastor is either someone who has completed a rigorous multi-year course of training for CREs, or a Seminary Student who has also been ordained as a Ruling Elder. In either case, the CRE pastor must be examined by COM prior to appointment for service. The examination is rigorous, with both written and oral components. If the CRE has passed a seminary-level polity class and examination, then the CRE may be commissioned as the moderator of the session and the congregation. The other authorizations may be to officiate baptisms and officiate Communion. A CRE may be authorized to officiate weddings after receiving certification in Marriage Preparation. The presbytery must vote to commission a CRE with the specific authorizations. The CRE Pastor will have a mentor/supervisor assigned who is a minister member of Donegal Presbytery. A CRE Pastor who has been commissioned to fulfill all the functions of an ordained minister would be eligible under IRS regulations to designate part of salary as housing allowance.

Compensation: Base compensation for a CRE Pastor begins at 90% of presbytery minimum (pro-rated for part-time service if necessary.) Compensation may be higher, depending upon work experience, skills, and education level.

Professional Expenses:

- Must include mileage allowance
- At least \$750 for continuing education
- At least \$600 for communication/technology allowance
- Professional Expense allowance encouraged

Benefits:

- *May* include enrollment in the Board of Pensions (BoP) Menu Options for all available options, including medical, pension, death/disability/short-term disability/vision
- *Must* include either enrollment in the BoP Pension Plan or 10% of salary to the PCUSA Retirement Savings Program or other qualified 403(b)
- *Must* include at least 10% of salary for medical expenses
- *Must* include participation in the BoP Death and Disability Program unless there is other Death and Disability Coverage

Vacation/Study Leave: Must include 2 weeks' vacation and 2 weeks study leave for year 1. For year 2, this increases to 3 weeks' vacation and 2 weeks study leave. For year 3 and beyond, 4 weeks' vacation and 2 weeks study leave.

Student Pastor

A non-installed position for a Seminary Student, with the offer of employment issued by the session, with approval of the presbytery Connecting Our Ministry Commission (COM). May be part time or full-time. Must be for a specific term. Includes an agreement for how the position is terminated, generally 60 days on either side, except for family emergency on the part of the pastor.

A Student Pastor is a pastor who is under the care of Donegal Presbytery, or another PC(USA) presbytery, and must be approved by their Committee on Preparation for Ministry. A minister member of the presbytery is appointed as moderator of the session and of the congregation. The seminary student is supervised by a field supervisor, usually the moderator. The congregation pays for the service of the moderator/supervisor, as explained in the presbytery policy on compensation for appointed moderators. If the seminary student is ordained as a ruling elder, the COM and presbytery may approve officiating Communion. If the seminary student is not a ruling elder, the ruling elders of the congregation may be trained to officiate Communion. Seminary Students may not officiate Baptism or weddings unless they are commissioned Ruling Elder Pastors. Anyone in the Commonwealth of Pennsylvania may conduct a funeral, including Student Pastors.

Compensation: Base compensation for a Student Pastor begins at 85% of presbytery minimum (pro-rated for part-time service if necessary.) Compensation may be higher, depending upon work experience, skills, and education level.

Professional Expenses:

- Must include mileage allowance
- At least \$750 for continuing education
- At least \$600 for communication/technology allowance
- Professional Expense allowance encouraged

Benefits for the First Year

- *May* include enrollment in the Board of Pensions (BoP) Menu Options for all available options, including medical, pension, death/disability/short-term disability/vision
- *May* include either enrollment in the BoP Pension Plan or 10% of salary to the PCUSA Retirement Savings Program or other qualified 403(b)
- *Must* include at least 10% of salary for medical expenses
- *Must* include participation in the BoP Death and Disability Program unless there is other Death and Disability Coverage

Benefits for the Second Year and Beyond

- *May* include enrollment in the Board of Pensions Menu Options for all available options, including medical, pension, death/disability/short-term disability/vision
- *Must* include either enrollment in the BoP Pension Plan or 10% of salary to the PCUSA Retirement Savings Program or other qualified 403(b)
- *Must* include at least 10% of salary for medical expenses in situations in which medical coverage is provided through a spouse or other employment
- *Must* include participation in the BoP Death and Disability Program unless there is other Death and Disability Coverage

Vacation/Study Leave: Must include 2 weeks' vacation and 2 weeks study leave for year 1. For year 2, this increases to 3 weeks' vacation and 2 weeks study leave. For year 3 and beyond, 4 weeks' vacation and 2 weeks study leave.

Pastors Serving Post-Retirement

The Board of Pensions (BoP) makes provision for retired ministers to return to part-time service while still receiving their pension, if working for no more than 19 hours per week. If the retired minister returns to service for more than 19 hours weekly, while continuing to receive their BoP pension, then the congregation pays BoP dues. For an approved pastoral position with a scheduled workweek of 20 hours or more, an employer will be assessed post-retirement service Board of Pension dues of 12 percent on the minister's compensation.

A retired minister may also suspend reception of pension benefits and return to service full-time, in which case the provisions for the other categories of pastoral service would apply. As the Board of Pension rules are complex, the Connecting Our Ministry Commission (COM) will supervise all arrangements on an individual basis for retired ministers returning to post-retirement service.

Unless this is an installed position, the offer of employment is issued by the session, with approval of the presbytery's Connecting Our Ministry Commission. The position is for a specific term, which may be renewed annually. Includes an agreement for how the position is terminated if the term is not expired, generally 60 days on either side, except for family emergency on the part of the pastor.

Compensation: At least Presbytery minimum, (pro-rated for part-time service if necessary.) Compensation may be higher, depending upon work experience, skills, and education level.

Professional Expenses:

- Must include mileage allowance
- At least \$750 for continuing education

- At least \$600 for communication/technology allowance
- Professional Expense allowance encouraged

Benefits:

- Benefits are arranged on an individual basis in consultation with COM and must be for at least 23% of salary. The benefits may be allocated between retirement savings, medical expenses, and death and disability plans.

Vacation/Study Leave: Must include 4 weeks' vacation and 2 weeks study leave

Below Minimum Compensation or Volunteer Arrangements for Pastoral Services

In some very limited specialized circumstances, arrangements might be made for the services of a teaching elder or commissioned ruling elder that do not match the presbytery salary, professional expenses, and benefits requirements. These circumstances would involve a pastor or CRE with adequate income and benefits (such as retirement income) who has volunteered for the arrangement, and a congregation with limited financial resources and a compelling mission to fulfill. To be clear, this is an exception for very rare situations and is not an avenue to avoid just compensation for ministers and CRE pastors.