



THE PRESBYTERY OF SOUTHERN NEW ENGLAND

2020 Proposed Terms of Call

Entry-Level Minimum Effective Salary **\$55,000.00**

Upon review of terms of call from around the Synod of the Northeast the COM feels it must raise the minimum by 3K annually for the next three years to get us in line with other Presbyteries who have similar higher costs of living.

2020 \$55,000.00
2021 \$58,000.00
2022 \$61,000.00

COLA

Additionally, we suggest a COLA of 1.6% If COLA is not attended to annually, calls become unsustainable.

Gender/Racial Pay Disparity

We invite all congregations to continue to pay attention to issues of pay disparity related to gender and race. In 2019 the median effective salary in PSNE for male clergy in full time calls was \$109,020.00. For women it was \$87,942.00. Additional information on pay disparity issues are being raised by the Board of Pensions in their continually updated resource, [Living by the Gospel](#). There is also a webinar in the Board of Pensions dashboard *Benefits Connect* for plan members and administrators called "Closing the Gender Compensation Gap." If you would like to have a conversation about this in your congregation please let the Committee on Ministry know so that we can meet with you. The Living by the Gospel resource also provides other information about general structuring of pastoral terms of call.

Experience

It is important to remember that every clergyperson is different and has different levels of experience in ministry, skills, continuing education, certifications and additional educational degrees. The COM strongly encourages all congregations to take these categories into account when considering terms of call.

Policies

We remind all congregations on current PSNE policies which also guide Terms of Call. This includes:

[Family Leave](#)

[Sabbatical](#)

[Ministerial Relief](#)

[Disability](#) and [Disability Benefits](#)