

# Presbytery of the Twin Cities Area

## Terms of Call / Contract Form – 2027

Church \_\_\_\_\_

Pastor \_\_\_\_\_

Pastor's Current Presbytery \_\_\_\_\_

Position (Check One):    Solo Pastor    Associate Pastor    Pastor/Head of Staff

Position Type (Check one):    Installed    Designated (Length of term: \_\_\_\_\_ years)

                                 Transitional    Stated Supply

Hours (Check One):    Full time (40 hours/week)    Part time (\_\_\_\_\_%)

Effective Date \_\_\_\_\_

Date of Congregational Meeting (for installed positions) \_\_\_\_\_

### Terms of Call

(Please see Notes and Instructions below for all items)

Salary & Housing (annual): \$ \_\_\_\_\_

Free Use of Manse? Yes      No

Vacation: 4 weeks, including 4 Sundays per year

Continuing Education Allowance \$ \_\_\_\_\_/year

Continuing Education Leave: 2 weeks/year, cumulative over 3 years

Social Security Offset? \_\_\_\_\_ %

Medical/Dental Supplemental? Yes      No      \$ \_\_\_\_\_/year

Retirement (403b) Contribution? Yes      No      \$ \_\_\_\_\_/year

Sabbatical? Yes      No      Length of Leave: \_\_\_\_\_ months after \_\_\_\_\_ years of service

Moving Expenses? Yes      No      \$ \_\_\_\_\_

Transportation Allowance: \$ \_\_\_\_\_ Professional Expenses: \$ \_\_\_\_\_

Family Medical Leave: *see Notes and Definitions*

Defined Benefit (Pension) Dues: 10% of Effective Salary

Medical Dues (use and include attached worksheet)

Receiving health care coverage through PCUSA? Yes      No

Optional Dependent Coverage? None      Child(ren) Only      Spouse Only      Full Family

Line A (dues for pastor only): \$ \_\_\_\_\_

Line B (dues to church for dependents): \$ \_\_\_\_\_

Line C (dues to pastor for dependents): \$ \_\_\_\_\_

## Notes and Definitions

**Salary and Housing** – These are minimums determined annually by the presbytery. For 2026, that amount is **\$64,900 for the metro area, and \$58,200 for the non-metro area**. This is approximately a 3% increase from 2026 to 2027. The metro area includes the following counties: Ramsey, Hennepin, Washington, Anoka, Dakota, Scott, Carver, as well as the cities of Rochester and Hudson, WI. Note that these are *minimum* salaries, and do not reflect years of experience or other professional expertise. The following should help guide the terms of call for pastors:

- \$1000 per year over the guidelines for every year of pastoral experience in any congregation
- \$500 per year over the guidelines for every year of other professional church experience in any congregation
- Additional percentage increase above minimum plus experience, based on the membership of the congregation for solo pastors and heads of staff:
  - o 150-300 10%
  - o 300-450 20%
  - o 450-600 30%
  - o 600-1000 40%
  - o 1000+ 50%

To calculate the guideline salary, use the following formula:

|                                                         |       |
|---------------------------------------------------------|-------|
| A. [Minimum Salary]                                     | _____ |
| B. [Years Pastoral Experience] * \$1000                 | _____ |
| C. [Years Other Professional Church Experience] * \$500 | _____ |
| D. Sum of Lines A, B, C                                 | _____ |
| E. Line D * 1.xx (xx = % based on church size)          | _____ |
| Total Salary at Guidelines (Line E)                     | _____ |

Ministers are permitted to elect that a portion of their salary be taxed as a housing allowance, which is subject to SECA taxes, but not federal or state income taxes. The housing allowance is determined by the actual amount the minister pays for housing, including utilities and furnishings.

**Effective Salary** - Effective salary is defined as the sum of salary, housing or manse value, employer 403(b) contributions, SECA offset contributions over 50% of SECA, and other non-reimbursed compensation.

**Free Use of Manse** – Churches may choose to offer the free use of their manse to their minister, including maintenance and utilities. The fair market rental value may be deducted from the minimum amount for salary and housing set by the presbytery.

**Vacation** – Ministers are required to receive at least 4 weeks, including 4 Sundays, of vacation annually. For part time ministers, the number of weeks and Sundays cannot be reduced.

**Continuing Education Leave and Allowance** – Ministers are required to be offered at least 2 weeks of leave and \$1800 annually, both of which shall be cumulative over 3 years.

**Social Security Offset** – Ministers are considered self-employed for the calculation of payroll taxes, which means they are responsible for the entirety of the 15.3% payroll tax. Churches may choose to offset some amount of that as an additional payment to the minister. The typical amount is 7.65%, which covers what the employer/church would normally cover in payroll taxes.

**Medical/Dental Supplemental** – This is an optional compensation that can cover optional dental insurance dues (which are otherwise paid for by the minister) or other medical expenses. This can also be used for reimbursable healthcare costs if the minister is not receiving medical benefits using ICHRA or QSEHRA accounts (only non-installed positions).

**Retirement (403b) Contribution** – Ministers are eligible to take deductions from their own salary and put them pre-tax into a 403b account managed through the Board of Pensions. Churches/employers can elect to contribute as well. This is separate from the defined benefit (pension).

**Sabbatical** – The presbytery requires that installed pastors be offered a sabbatical of 3 months of leave after 6 years of service.

**Moving Expenses** – Congregations are not required, but are encouraged to help with moving costs via reimbursement.

**Transportation Allowance** – Ministers may be reimbursed for travel expenses other than the cost of commuting to and from work. If that travel occurs via personal car, it is reimbursed at the

higher of the two rates set annually by the IRS. If that travel occurs via public transportation or ride share, it is reimbursed at its actual cost.

**Professional Expense** – Ministers may be offered an account to cover professional expenses such as meals related to work, books, or other items approved by the Session.

**Family Medical Leave** – Paid leave is governed by the minimums set forth by law and by requirement of the PTCA. When in conflict, use the policy that is greater. For information on Minnesota’s Paid Leave policy and program, find information at the end of this document.

Minimum terms of call shall include access to up to 12 weeks of family medical leave per calendar year. Family medical leave shall be accessed for the following reasons: health issues of the pastor, including recovery following birth, or adoption, health issues of the pastor's immediate family (partner, child, parent), foster children residing in the home, and bereavement for the pastor's immediate family (partner, child, parent). When an installed teaching elder requests family medical leave, the following should be considered:

- Twelve weeks family medical leave at 100 percent of pro-rated annual salary and full housing allowance.
- Full pension and medical benefits shall be continued by the congregation throughout the leave period.
- The teaching elder shall be freed from all pastoral duties including funerals, weddings, moderating session and/or congregational meetings.
- The Session will assume the responsibility and cost of pulpit supply and other substitute pastoral duties during the period of leave. Should the cost of such coverage be prohibitive for a congregation, it may apply for financial assistance from the Presbytery through its Commission on Ministry.

Application for parental leave shall be negotiated by the teaching elder with the session at a reasonable time prior to the anticipated arrival of the child. These additional guidelines may be considered in negotiating appropriate leave for families:

- Study leave may not be used to extend the leave.
- Re-entry may be scheduled on a full-time or part-time basis as agreed upon by pastor and session, with medical approval.
- This leave is available each calendar year and the time shall be recorded in the Session minutes.

**Defined Benefit Dues** – This is available to all employees of a PCUSA congregation, and required for installed pastors. This is paid directly to the Board of Pensions by the congregation, and is 10% of effective salary (see effective salary definition).

## Board of Pensions Medical Dues Information

Health insurance, provided by the Board of Pensions of the PCUSA, is available to all pastors and commissioned pastoral leaders working at least 20 hours/week, and required for installed pastors. For all calls beginning after January 1<sup>st</sup>, 2025\*, members will be enrolled in the following plan.

*\*Calls that are continuing from 2026 that have been using the Transitional Plan are eligible to continue on the Transitional Plan for 2027. Medical Dues are 42.25% of Effective Salary (not including Defined Benefits), with a minimum of \$21,600 and a maximum of \$57,700.*

If the pastor is the only insured member, dues are 19.75% of effective salary (see effective salary definition), with a minimum of \$7,500 and a maximum of \$21,200. The pastor may also elect dependent coverage for either child(ren) dependents, a spouse, or full family at an additional cost:

Child(ren) Dependents\* - \$5,700/year (Combined Min: \$13,200; Max: \$26,900)

Spouse Dependent - \$14,052/year (Combined Min: \$21,550; Max: \$35,250)

Full Family - \$19,752/year (Combined Min: \$27,250; Max: \$40,950)

\*this figure includes any number of child(ren) dependents

The PTCA requires cost sharing is required between the congregation and the pastor at or above the following minimums for dependent coverage.

|                       |                          |                          |
|-----------------------|--------------------------|--------------------------|
| Child(ren) Dependents | Church: 100% (\$475/mo)  | Pastor: 0% (\$0/mo)      |
| Spouse Dependent      | Church: 82.5% (\$966/mo) | Pastor: 17.5% (\$205/mo) |
| Full Family           | Church: 80% (\$1317/mo)  | Pastor: 20% (\$329/mo)   |

Congregations may choose to cover higher percentages, but not lower percentages. The cost sharing portion covered by the Pastor should be deducted from their payroll pre-tax.

For congregations that may experience financial hardship by providing Full Family coverage, grants will be available from the Presbytery and assessed on a case-by-case basis. Please reach out to the Commission on Ministry for more information.

For pastors coming from other denominations, they may choose to get health care coverage through their own denomination's program, so long as it is reasonably equivalent to coverage provided to the Board of Pensions.

There are some circumstances in which the following worksheet will not apply, for example, pastors serving multiple PCUSA churches. Please reach out to the Commission on Ministry for additional information.

**Board of Pensions Medical Dues Worksheet**  
(Include with Terms of Call)

Church \_\_\_\_\_

Pastor \_\_\_\_\_

PCUSA Pastor?    Yes                      No

If no, what organization will provide health care benefits? \_\_\_\_\_

*The following is required only for pastors receiving coverage through the Board of Pensions*

**Line A: Base coverage for member only (multiply *effective salary* by 19.75%):**

\$ \_\_\_\_\_

Minimum amount is \$7,500; Maximum amount is \$21,200

Select additional dependent coverage: None              Child(ren) Only              Spouse Only              Full Family

Actual Cost Sharing Percentages: \_\_\_\_\_ % Church    |    \_\_\_\_\_ % Pastor

**Line B: Additional dependent coverage per year (cost to church): \$ \_\_\_\_\_**

For Child(ren) Only, write \$5,700

For Spouse Only, multiply \$14,052 by *at least* 82.5%\*\*

For Full Family, multiple \$19,752 by *at least* 80%\*\*

**Line C: Additional dependent coverage per year (cost to pastor): \$ \_\_\_\_\_**

For Child(ren) Only, write \$0

For Spouse Only, multiply \$14,052 by *no more than* 17.5%\*\*

For Full Family, multiple \$19,752 by *no more than* 20%\*\*

\*\*Total percentages for Spouse Only and Full Family must equal 100%. Note maximums and minimums on prior page.

## Minnesota Paid Leave

Beginning January 1, 2026, all Minnesota employers will be required to pay into the Minnesota Paid Leave program. The statute requires that all employees be offered paid family and sick leave for up to 12 weeks for qualifying events, and that employers contribute to a state fund to cover partial costs during that leave. That state fund requires a maximum premium contribution of 0.88% of an employee's salary. Of that amount, up to 50% can be deducted from the employee's salary. There is also a sliding scale for the overall percentage required, and most churches will qualify for a lower amount.

When an employee has a qualifying paid leave event, they will be paid directly by the state an amount between 55% and 90% of their salary for the duration of their leave.

Per state law, the PTCA requires that all employees be covered by this program, and that churches contribute at least 50% of the required premium amount.

### ADDITIONALLY

- We *require* that congregations cover the full premium amount for the pastor without deducting from payroll.
- We *require* that pastors receive additional compensation from the church during their leave to ensure they are receiving 100% of their salary during their leave.

More information is available at [mn.gov/deed/paidleave](https://mn.gov/deed/paidleave)