

September 24, 2024

Dear Colleagues in Ministry,

Grace Presbytery approved the following minimums for 2025 Terms of Call at the September 21, 2024 Presbytery meeting in Waco, Texas. These changes include minimum effective salary and minimum terms related to the changes to the 2025 Benefits Plan announced by the Board of Pensions (BOP) earlier this year.

We understand the turnaround time is short on being able to have conversations and implement changes for next year. Therefore, we encourage you to reach out to us for conversation if you do not find answers to your questions in the included resources below.

### **2025 Minimum Effective Salary**

Grace Presbytery approved for 2025 a full-time minimum salary requirement of \$56,878 and \$28,439 for a part-time 20 hour position. This represents a 3.1% increase over 2024's minimum of \$55,168 and reflects current calculations for inflation/cost of living.

### **2025 Minimum Terms Related to Board of Pensions dues for 2025**

- Grace Presbytery requires congregations to maintain coverage\* for dependents/spouses currently in place for currently installed pastors and Certified Christian Educators.
- Grace Presbytery requires new installed pastoral relationships, or life changes in currently installed pastoral relationships, meet the medical coverage needs for the pastor and their dependents/spouse. COM will be available to meet individually with pastors/sessions to explore options for meeting this requirement (for example, possibly utilizing spousal insurance).
- Grace Presbytery requires Sessions to offer the Congregational Pastors packages to non-installed congregational pastoral leaders working 20 or more hours per week.\*\*
- Grace Presbytery encourages Sessions to offer the Covenant Package to all employees working 20 hours a week or more, regardless of ordination status.

\*either through the Transitional Plan or the Congregational Pastors package

\*\*COM will no longer approve contracts for 19 hours

Please note that the time to review Employer Agreements for 2025 benefits is currently open and will close on Friday, October 4. During this period, employer representatives can log in to Benefits Connect to explore benefit options and pricing for 2025. **All Board of Pensions plans currently covering installed clergy will roll into the Transitional Package after that date.** You need to make any changes before then. Changes can be made by calling the Board of Pensions Employer Services at 1-800-773-7752 and selecting option 5.

We encourage all congregations to utilize the Decision Guide for Minister Benefits ([www.pensions.org/decision-guide](http://www.pensions.org/decision-guide)) to determine the most cost-effective coverage for your clergy and lay employees for 2025.

Due to the changes, we are revising the Terms of Call forms submitted to COM on an annual basis. Those will be available on the Grace Presbytery website by the end of 2024. In the meantime, if you are not certain that minimum terms are being met you can always reach out to us.

Please know that the COM, Kevin Keaton, and the Board of Pensions are prepared to work side by side with you in this important season of benefits transition. Please reach out to any of us with questions.

God's peace to you,



Rev. Dr. Michael Waschevski  
Rev. Ashley Drake Mertz, LMFT  
Co-Moderators, COM