

STAGE II: THE PRE-SEARCH PROCESS

Compensation Guidelines For Conversation And Negotiation

General Points to Consider

All Categories of Temporary Pastoral Positions and Installed Pastors

- Financial trend of church and area during the final stage of previous pastorate.
- [Congregational Trends](#) in membership, attendance, and giving.
- Potential effect of vacant pulpit on overall finances.
- Specific pastoral and program needs of the congregation.
- Presbytery Compensation Minimum.
- Was the previous pastor underpaid for experience and church size?
- Was the previous pastor overpaid compared to comparable situations in presbytery / region?
- Compensation of others in geographic area.
- Experience / credentials / specialized training of candidate.
- Relative to the preceding: consider that the [Policy on Temporary Pastoral Relationships](#) is open to those who currently have no interim training but who are willing to begin course work during their first year of filling an interim position.
- Danger of a congregation with a history of full-time pastoral leadership being lulled into stewardship and programmatic complacency during and after a less than full-time interim situation. (Often entered into for primarily financial considerations, i.e. “Let’s use this time to put some money in the bank...”)
- Ability of congregation to recoup any monetary losses that occurred during interim period after arrival of next pastor.
- Interim Search Process costs.
- Costs of search for new pastor, e.g. travel, hotel, meals; moving expenses.
- Also worthy of consideration: more vacation / study leave time vs. cash salary. Other creative ways to compensate in lieu of cash salary that will help both congregation and pastor might be: cell phone, insurance, college savings, retirement savings, lap top computer. Advisement from a tax consultant familiar with clergy compensation is strongly recommended in this instance.

Interim Only

- Thirty-day exit clause time begins after successful completion of congregational meeting to call next pastor.
- Compensation for interim can be extended beyond thirty-day exit clause to account for any unused vacation and study leave.
- If interim needs to stay beyond thirty-day period to accommodate incoming pastor’s schedule, compensation should be extended at current contract/terms rate.
- It is strongly recommended that a two-week grace period between the interim pastor exiting and the next pastor arriving should be built into the calendar. Emergency pastoral care and pulpit supply will need to be arranged. However, this would provide time for the congregation to emotionally terminate with the interim and to prepare emotionally and institutionally (e.g. pastor’s study, manse) for the new pastor.
- If necessary, after completion of specific service, the interim may make arrangements with the Board of Pensions for continuation of benefits until he/she has received another call.