

2020 Expectations for Full Time and Part Time Pastors:  
Guidelines for Negotiating Agreements

Rather than defining a position by the number of hours worked, it is more helpful to think in terms of expected outcomes. Consideration also needs to be given to the needs of the pastor's family, other employment responsibilities, as well as travel time.

A **full-time pastor** would be able to provide:

- Preaching and leading worship as well as serving the sacraments
- Pastoral care (both hospital visitation as well as home visitation in addition to weddings and funerals)
- Christian Education (leading a Bible Study, teaching Sunday School, training newly elected officers or working with children and youth)
- Administration (moderating session meetings, working with other church committees, general paperwork/correspondence, attending presbytery meetings, serving on presbytery committees, attending local ministerial association functions)

On top of that would be time for personal growth, study, and prayer. There is also time spent writing a sermon and preparing for worship as well as preparing to teach Sunday School or lead a Bible study or working with children and youth or leading a Session meeting or a committee meeting.

Even in a full time position some choices would need to be made as no one person would have time to do all of this. There would always be more to do. But it is reasonable to expect all of these areas to be covered by a full-time pastor.

The minimum salary for a full-time Teaching Elder (2020) is \$47,951.84 plus BOP according to the current PNK Minimum Salary Policy (plus continuing education, etc.)

The minimum salary for a full-time Commissioned Ruling Elder (2020) is \$40,759.06 plus BOP according to the current PNK Minimum Salary Policy (plus continuing education, etc.)

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**For part-time positions the responsibilities of the pastor as well as their work schedule will need to be negotiated between the pastor and the session recognizing the need for flexibility.**

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Since a person working 3/4ths time would not be able to accomplish as much – and should not be expected to accomplish as much - as someone working and being paid to work full time, some things would need to be dropped or done by some of the church members. Hopefully session members would be able to pick up some of this work since they have been elected to leadership positions.

A **three-quarter time pastor** would be able to provide:

- Preaching and leading worship
- Pastoral Care (weddings and funerals, hospital visitation with limited home visitation)
- Christian Education (Training newly elected officers and either leading a Bible Study or

teaching Sunday School or working with Youth. If two of these three optional expectations, are chosen there will be more limitations placed on the time available for pastoral care and administration)

Administration (moderating session meetings, working with church committees, paperwork/correspondence, attending presbytery meetings, and either attending local ministerial association functions or serving on a presbytery committee)

The exact balance of the duties would need to be negotiated according to the needs of the congregation. There also needs to be some recognition that there will be preparation time beyond time in the pulpit or time before a class or a committee meeting.

Salaries and continuing education allowance are pro-rated.

$\frac{3}{4}$  time – TE = \$35,963.88 plus BOP according to the current PNK Minimum Salary Policy (plus continuing education, etc.); CRE = \$30,569.30 plus BOP according to the current PNK Minimum Salary Policy (plus continuing education, etc.)

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A half time position would not be able – and should not be expected - to accomplish as much as someone who is working full time or three quarters time. Again, there will need to be some limitations, not only in terms of time worked but also in terms of expectations. In a church being served by a half time position there will be an even greater need for other church members, particularly session members, to take on additional responsibilities.

A **half time pastor** would be able to provide:

Preaching and leading worship

Limited pastoral care (weddings and funerals, some hospital visitation and little, if any, home visitation)

Limited Christian Education (Training newly elected officers and probably either leading a Bible Study or teaching Sunday School but not both)

Limited administration (moderating session meetings and paperwork/correspondence along with attendance at presbytery meetings, occasional work with other church committees, occasional attendance at local church ministerial association functions)

Salaries and continuing education allowance are pro-rated.

$\frac{1}{2}$  time TE = \$23,975.92 plus BOP according to the current PNK Minimum Salary Policy (plus continuing education, etc.); CRE = \$20,379.53 plus BOP according to the current PNK Minimum Salary Policy (plus continuing education, etc.)

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There are severe limitations to what someone would be able to do in a quarter time position because this involves working perhaps 10-14 hours a week. A majority of that time would be spent in writing a sermon and preparing for worship. Therefore, the session and the members of the church will need to take responsibility for the majority of the pastoral care needs of the congregation.

A **quarter time pastor** would be able to provide:

Preaching and leading worship

Some pastoral care (weddings and funerals)  
Some administration (moderating session meetings and paperwork/correspondence)

Salaries and continuing education allowance are pro-rated (no Board of Pensions coverage available for ¼ time)

¼ time TE = \$11,987.96; CRE = \$10,189.77

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If a church is unable to afford a quarter time pastor, the reality is that they are only contracting with someone for pulpit supply. That can be done on a piece work basis. The Presbytery's Minimum Salary Requirement for Pulpit Supply is \$75 per Sunday plus mileage at the current IRS Allowance Rate. Those moderating session or congregational meetings are to be compensated at least \$50 per meeting plus mileage at the current IRS mileage rate.

Other options for a congregation to consider if they are unable to afford a quarter time pastor would be to share a pastor with a nearby Presbyterian church or to share a pastor with a church belonging to another denomination. It will be wise to challenge church members to greater giving before considering these options.

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All pastoral salaries need to meet the minimum salary set annually by the Presbytery of Northern Kansas. Salaries for part time positions would be prorated based on that standard.

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New Option that is working well in some congregations – “Auburn Plan”

1/5-time Pastor – that preaches 2 Sundays/month and moderates the Session and does limited pastoral care

Minimum - \$800/month, plus mileage

PLUS

Pulpit Supply – that preaches ONLY – the other 2 Sundays/month

Minimum - \$350/month, plus mileage

Cost is minimum of \$13,800 per year plus mileage and provides the moderator, someone to preach every Sunday with more continuity than just pulpit supply, more pastoral care than a ¼ time pastor

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Of course, all options depend on finding a pastor that is available and is a good fit with the congregation. Most part-time positions are dependent on finding someone local as most persons cannot afford to move for a part-time position.