

Approved 2024 compensation guidelines

a. For installed pastors (full-time; part-time pro-rated), as provided in *Book of Order* G-3.0303c

Minimum Terms of Call (Annual):

- Effective salary (cash and housing—manse or allowance) at least \$45,000
- SECA allowance equal to 7.65% of effective salary
- Full participation in the benefits plan of the Board of Pensions of the PCUSA.
- Travel reimbursement at the IRS professional rate of at least \$2,000
- Continuing education reimbursement of at least \$1,000
- Professional expenses (books, lunches, etc.) reimbursement of at least \$500
- Continuing education leave of at least two weeks
- Vacation leave of at least four weeks
- A Sabbatical Leave policy that will permit a Sabbatical leave after six continuous years of service; a sample policy can be obtained from COM
- Provision for a minimum of twelve weeks paid family medical leave, as provided in *Book of Order* G-2.0804

The Committee on Ministry may grant a waiver from the minimum terms of call for a period of up to five years, provided that both the teaching elder and the session concur, and a satisfactory plan for meeting the minimum terms of call within the waiver period has been presented.

Unused vacation does not accrue.

Unused continuing education leave may accrue into the following year, up to a maximum availability of 6 weeks in one year, upon session action to approve the accrual. The action must be recorded in the session minutes before the end of the current call year. In the same way, session may also choose to approve accrual of unused continuing education funds.

Dissolution terms will be reviewed on a case-by-case basis. As provided in *Book of Order* G-2.0901, an installed pastoral relationship may be dissolved only by the presbytery.

b. For those serving in temporary pastoral service, as provided in *Book of Order* G-3.0303c

Terms will be reviewed annually on a case-by-case basis. Sessions are encouraged to consider available benefits options for positions that are at least 20 hours/week. Unless otherwise specified in the contract, it is agreed that the contract may be terminated or renewed upon 30 days' written notice by either the temporary supply or the Session.

c. For Certified Christian Educators and Certified Associate Christian Educators, as provided in *Book of Order* G-3.0303c

The minimum terms of call for full-time Certified Christian Educators is \$35,000; and for full-time Certified Associate Christian Educators is \$30,000; pro-rated for part-time.

d. For pulpit supply

The suggested compensation rate for Sunday morning pulpit supply is at least \$125 plus mileage reimbursement at the IRS professional rate. Sessions are encouraged to communicate their compensation practice when extending invitations to preach. Preachers may choose to waive all or part of the fee when preaching for very small churches of limited means.

e. For moderating a session meeting or congregational meeting, when it is not part of one's regular pastoral leadership duties

The suggested compensation rate for moderating a congregational meeting or a session meeting ranges from \$10 (e.g., for a very brief meeting following a Sunday service for which the moderator was guest preacher) to \$75 or more (e.g., for a long and/or complicated meeting). In any case, mileage should be reimbursed at the IRS professional rate.