

**Minimum Compensation Policy for 2017  
Effective – January 1, 2017**

G-2.0804 – Terms of Call – The terms of call shall always meet or exceed any minimum requirement of the presbytery in effect when the call is made. The session shall review annually the minister’s terms of call and shall propose for congregational action (G-1.0501) such changes as the session deems appropriate, provided that they meet the presbytery’s minimum requirements. The call shall include participation in the benefits plan of the Presbyterian Church (U.S.A.), including both pension and medical coverage, or any successor plan approved by the General Assembly.

**Minimum Annual Compensation for Installed Pastoral Positions**

Effective Salary	At least \$38,000.00 (full-time)
Pension and Major Medical	Full coverage mandated per <i>Book of Order</i>
Paid Vacation	Four (4) weeks including four (4) Sundays
Paid Continuing Education	Two (2) weeks cumulative up to six (6) weeks

*Reimbursements by Voucher:*

Continuing Education	At least \$600.00 cumulative up to three (3) years
Automobile Allowance	Reimbursed at the current IRS per mile rate

**Minimum Annual Compensation for Part-Time Installed Pastoral Positions**

Effective Salary	At least \$38,000 prorated, based on full time being a forty (40) hour week
Pension and Major Medical	Full coverage mandated per <i>Book of Order</i>
Paid Vacation	Four (4) weeks including four (4) Sundays
Paid Continuing Education	Two (2) weeks cumulative up to six (6) weeks

*Reimbursements by Voucher:*

Continuing Education	At least \$600.00 cumulative up to three (3) years
Automobile Allowance	Reimbursed at the current IRS per mile rate

**Minimum Annual Compensation for Interim Pastoral Positions**

Effective Salary for Interims	At least 95% of the previous installed pastor salary unless revised terms have been approved by COM
Pension and Major Medical	Full coverage
Paid Vacation	Four (4) weeks including four (4) Sundays
Paid Continuing Education	Two (2) weeks cumulative up to six (6) weeks

*Reimbursements by Voucher:*

Continuing Education	At least \$600.00 cumulative up to three (3) years
Automobile Allowance	Reimbursed at the current IRS per mile rate

**Minimum Annual Compensation for Temporary Pastoral Positions**

Effective Salary for Temporary Supply	Negotiable as approved by COM
Pension and Major Medical	Negotiable
Paid Vacation	Four (4) weeks including four (4) Sundays
Paid Continuing Education	Two (2) weeks cumulative up to six (6) weeks

*Reimbursements by Voucher:*

Continuing Education	At least \$600.00 cumulative up to three (3) years
Automobile Allowance	Reimbursed at the current IRS per mile rate