

**PASTORAL TERMS OF CALL--2026 MINIMUMS**  
**Proposed to COM 9/8/25; based on 3.2% CPI increase**

<u>COMPENSATION CATEGORY</u>	<u>FULL-TIME</u>	<u>HALF-TIME SOLO PASTOR</u>	<u>HALF-TIME ASSOCIATE</u>
SalaryHousing	72,025.00	36,012.50	36,012.50
Professional Expense Reimbursable	3,415.00	3,415.00	1,707.50
Study Leave Expense Reimbursable	1,270.00	1,270.00	635.00
BoP medical/pension (47% transitional package)	33,852.00	22,101.00	22,101.00
<b>Total</b>	<b>110,562.00</b>	<b>62,798.50</b>	<b>60,456.00</b>

NOTES:

1. BoP based on Transitional Pastor's Participation; only pastors currently in Transitional Pastor's Participation and do not change churches are allowed to remain in TPP for next year. Minimum BoP medical dues \$18,500, so half-time BoP dues based on \$18,500 plus 10% of salary and housing. Consult pensions.org to calculate dues for other nations.
2. See revised Presbytery Minimum Policy for medical and pension coverage. All pastors and dependents should have medical and pension coverage paid by the church, but church may find alternative sources of coverage to BoP for dependents, temporary pastors, and CREs.
3. General guidelines for reimbursable expenses: half-time solo pastor gets 100%, if not may be pro-rated
4. See revised Presbytery Minimum Policy for leave policies, including Personal Time Off (or equivalent) of 12 days per year (or 6 days at half-time; no accrual from year to year) which can be used for various personal needs such as sick leave, jury duty, personal or parental responsibilities. At any time, 3 days shall be available for sick leave.