

**Presbytery of the Cascades
2011 Minimum Terms of Call**

	2007	2008	2009	2010	2011
Compensation (taxable amount paid to pastor, also subject to pension and major medical)					
Salary/Housing/Other	\$38,500	\$39,600	\$41,100	\$41,100	\$41,100
Professional Expenses (reimbursement by voucher)					
Continuing Education	\$1,000	\$1,000	\$1,500	\$1,500	\$1,500
Professional Expense (includes travel allowance)	\$3,500	\$3,500	\$3,500	\$3,500	\$3,500
Sabbatical	Since 2005, all calls shall include a 3 month sabbatical at full pay after each seven (7) years of service.				
Benefits					
Pension	12%	12%	12%	12%	12%
Major Medical	19.5%	19.5%	19.5%	19.5%	19.5%
Vacation	4 weeks/year	4 weeks/year	4 weeks/year	4 weeks/year	4 weeks/year
Continuing Education	2 weeks/year	2 weeks/year	2 weeks/year	2 weeks/year	2 weeks/year

**Pension and Medical percentages to be determined by the Board of Pensions later this summer.

For all pastoral relationships, annual review of the adequacy of compensation is required by the session [G-10.0102n] and the congregation [G-7.0302]. In addition to a cost of living compensation increase, consideration may be given to compensation adjustments which may be appropriate due to factors of merit, professional experience, and/or tenure.

Part-time (and some Co-Pastor) Calls:

1. If a call is less than full (100%) time, all monetary amounts may be reduced proportionally. Time minimums, such as vacation and continuing education, are not reduced. (If a person only works four days per week for a congregation, vacation or continuing education covers those same days per week, for four weeks and two weeks respectively. In like manner, if a part time call is increased in percentage of time, all financial amounts increase by the new percentage, but the vacation and continuing education times remain the same.)
2. Exception: If a pastor's effective salary is less than 65% of the church-wide median as determined by the Board of Pensions, then major medical is handled differently. Contact the Board of Pensions at 800-773-7752 for information regarding your specific circumstances.

Commissioned Lay Pastors and Certified Christian Educators:

The *Book of Order* states that Presbytery is responsible for establishing minimum standards for Certified Christian Educators and Commissioned Lay Pastors. The recommended salary minimum for full time Certified Christian Educators and Commissioned Lay Pastors is also \$41,100.