

MINIMUM 2019 TERMS OF CALL FOR MINISTERS, PITTSBURGH PRESBYTERY

The Commission on Ministry Pastoral Vitality Committee, at its meeting held on June 5, 2018, approved a motion that the minimum terms of call for installed and temporary pastors serving churches, effective January 1, 2019, be as follows:

The minimum terms of call approved for 2019 include: Salary of \$38,874 + free use of the manse + cost of utilities. OR "Effective salary" of \$53,629 to be divided among cash salary, housing allowance, and utilities, as the minister requests. The Commission on Ministry has defined utilities as fuel, electric, sewer and water, trash collection, and basic telephone.

These minimums reflect a 2% increase over 2018. The yearly adjustment of minimum salary requirements is designed to help our pastors keep up with changes in the cost of living in our region. We hope that all congregations will consider merit raises for pastors in addition to the cost of living adjustment.

These minimums also add the specification that a minimum of 4 weeks vacation is required regardless of hours worked. This is congruent with the same wording that has been added in recent years for study leave time and budget.

In addition to salary, employing churches will:

- Provide reimbursement of the medical deductible of the Benefits plan, up to 2% of effective salary, or reimburse the co-pays for health plan costs to the dollar equivalent of the 2% deductible.
- Provide travel reimbursement at the rate allowable under I.R.S. regulations
- Grant two weeks study leave, cumulative to six weeks, regardless of hours worked per week.
- Provide a study leave allowance of \$2000 per year cumulative to \$6000, regardless of hours worked per week, this is a \$500 annual increase for pastors. This item has remained stagnant for several years and the cost of conferences and day long continuing education events have increased without our minimum increasing.
- Provide four weeks of vacation time for all pastors, regardless of hours worked per week.
- Provide parental and family leave for all pastors, regardless of hours worked per week, per the Pittsburgh Presbytery Parental/Family Leave Policy adopted in 2016.

If you have questions regarding these new terms, you are welcome to direct them to the Commission on Ministry Office (412-697-9210) of Pittsburgh Presbytery.