

To: Clerks of Session
From: Earle Wooding, Chair, Committee on Ministry
Re: 2010 Minimum Terms of Call

Pittsburgh Presbytery, at its meeting held on September 3, 2009, moved that the minimum salary for installed and temporary pastors serving churches, effective January 1, 2010, be as follows:

The minimum terms of call approved for 2010 include:
Salary of **\$33,600** + use of the manse + cost of utilities.

OR

"Effective salary" of **\$46,354** to be divided among cash salary, housing allowance, and utilities, as the minister requests. The Committee on Ministry has defined utilities as fuel, electric, sewer and water, trash collection, and basic telephone.

In addition, the church will

- pay full dues for the Benefits Plan of the Presbyterian Church (on an effective salary of no less than \$46,354) Board of Pensions Dues 31.5% ***
- provide reimbursement of the medical deductible of the Benefits Plan as required, up to 2% of effective salary, or reimburse the co-pays for PPO participants to the dollar equivalent of the 2% deductible
- provide travel reimbursement at the rate allowable under I.R.S. regulations (As of September 1, 2009 that figure is .55 cents per mile)
- grant two weeks study leave, cumulative to six weeks
- provide a study leave allowance of \$1500 per year cumulative to \$4500
- offer at least four weeks of vacation time.

Pastors who serve on a part-time basis should contact Vera White (412-323-1400 x313) regarding salary terms. 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. If you have questions regarding these new terms, you are welcome to direct them to the Committee on Ministry Office of Pittsburgh Presbytery.

*** 19.5% Medical
11% Pension
1% Death & Disability