

Minimum Requirements in the Presbytery of Whitewater Valley

Presbytery of Whitewater Valley COMMISSION ON MINISTRY

2026 MINIMUM REQUIREMENTS

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 **provision for a period of twelve weeks family leave and** 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.*

As a congregation calls a pastor to installed service, one of the covenant questions they answer in the affirmative is that in W-4.0404 which says in part, "*Do we promise to pay [her/him] fairly and provide for [her/his] welfare as [she/he] works among us; to stand by [her/him] in trouble and share [her/his] joys?*" These minimum requirements are intended to assist the congregation in this covenant relationship by creating the minimum compensation package which shall be included in all terms of call.

Minimum Congregational Investment

For 2026 a hiring organization is required to invest a minimum of ninety five thousand nine hundred ninety dollars (\$95,990) in developing a compensation package for an installed pastoral position. The pastor and session shall then, through mutual negotiation and agreement, design the compensation package for their particular needs with the following mandatory requirements and suggested guidelines.

MANDATORY

1. The hiring organization shall provide for full pension in accord with the current guidelines of the Board of Pensions.

2. The hiring organization shall provide for full medical coverage for the pastor and family through one of the following options:

a. Continued participation in the Board of Pensions Transitional Plan per the 2026 percentages required by the Board of Pensions.

b. Participation in the Congregational Pastor's Package at 100% of the Board of Pensions 2026 cost PLUS assuring that adequate medical coverage is provided for the pastor's spouse and family through one of the following options:

b.1. Enrollment in the spousal coverage, child coverage, or full family coverage offered through the Board of Pensions. In the case of full family coverage, the pastor and session may negotiate a

shared cost for full family coverage at a rate of no less than 80% of the cost paid by the congregation and no more than 20% paid by the pastor OR

b.2. If medical coverage is offered by other means (ex: a spouse's employer) the session and pastor may agree that family coverage shall be provided through that other coverage with the following provisions:

b.2.a. that the congregation accepts the responsibility of care for the pastor's spouse and family as part of the pastoral covenant and, if there are changes in coverage (ex: loss of spousal employment, loss of coverage or reduction in coverage) the congregation will assure through means outlined above that adequate coverage is provided.

Accountable Reimbursement Plan

3. The pastor and congregation shall determine an amount within the compensation package for Professional Development that shall not be less than \$500 and shall be cumulative through four years.

4. Pastoral expense reimbursement shall be paid in full including mileage at the current IRS rate. This is an expense of the hiring organization and not a part of the pastor's compensation package. Payment shall be by voucher submitted by the pastor with supporting documentation.

Vacation and Paid Leave

1. Four (4) weeks paid vacation including four (4) Sundays — five (5) weeks paid vacation including five (5) Sundays for 15+ years of ordained experience.
2. Two (2) weeks paid professional development leave including two (2) Sundays if necessary and cumulative four (4) years and a maximum of eight (8) weeks and eight (8) Sundays if needed.
3. Twelve (12) weeks including twelve (12) Sundays of Family Leave in accordance with guidelines included in Ministry Together.

Moving Expenses

1. Moving expenses shall be paid by the congregation (if applicable). This is a taxable benefit.

RECOMMENDED

1. That the cash salary portion of the compensation package be increased by 3% for 2026 to maintain parity to the cost of living and within the PC(USA).

2. That an amount be agreed upon for an HRA account to provide tax advantages in dealing with family medical expenses.

3. Other compensation categories may be added according to the needs of the pastor and hiring organization may be included provided they are submitted to the Commission on Ministry for review and approval prior to the final commission meeting prior to the beginning of the new compensation package.

Minimum Compensation for Other Pastoral Services

1. Pulpit Supply shall receive compensation of \$200 for one service and an additional \$75 for each additional service and/or a requirement to pre-tape a sermon for online use plus IRS mileage rate¹ reimbursement if the round trip exceeds 10 miles.
2. Contract Pastoral Services (when not preaching) shall be \$25 per hour plus IRS mileage rate reimbursement if the round-trip exceeds 10 miles. (Ex: teaching, pastoral care)

¹ IRS mileage rate for the current year may be found at [irs.gov](https://www.irs.gov)

3. Presiding at Communion (when not preaching) shall be \$75 for each service plus IRS mileage rate reimbursement if the round trip exceeds 10 miles.
4. Moderating Session or Congregational Meeting shall be \$25 per hour with a minimum payment of \$50 plus IRS mileage rate reimbursement if the round-trip exceeds 10 miles.
5. In all cases mileage for reimbursement shall be determined by utilizing Google Maps or an equivalent program to calculate round-trip mileage from starting point (usually the clergy person's home) to the congregation's address.
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Minimums for Other Forms of Pastoral Leadership

1. **Temporary Supply (Stated Supply, Covenant, Bridge, Interim, etc.)** The minimum salary and housing terms is the same as the minimums for installed pastors.
2. **Commissioned Ruling Elders (CRE)** The minimum salary and housing for a full-time CRE is 80% of the minimums for installed pastors.
3. **Certified Church Educators (CCE)** The minimum salary and housing for a full-time CCE is the same as the minimums for installed pastors.
4. **Part-time positions** are prorated based on the minimums for installed pastors. Proration shall utilize a 40 hour work week as basis for proration. (EX: A 20 hour part-time position shall be prorated to 50% of minimum.)
5. **Transitional Ministers.** The minimum salary and housing terms for Transitional Pastors shall be at least 85% of the amount most recently budgeted for the position and shall never be less than the Presbytery minimum.