

**Presbytery of the Cascades
2012 Minimum Terms of Call**

	2008	2009	2010	2011	2012
Compensation (taxable amount paid to Teaching Elder, also subject to pension and major medical)					
Salary/Housing/Other	\$39,600	\$41,100	\$41,100	\$41,100	\$42,600
Professional Expenses (reimbursement by voucher)					
Continuing Education	\$1,000	\$1,500	\$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 & Disability	12%	12%	12%	12%	12%
Major Medical	19.5%	19.5%	19.5%	19.5%	20.25%
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

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-Teaching Elder) 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 Teaching Elder'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.

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