

PRESBYTERY OF YUKON
2018 Minimum Terms of Call for Installed Pastors
(Approved, as amended on October 6, 2017)

- **Minimum effective salary** for full-time service in 2018 is \$58,000. The Board of Pensions defines full-time service as 35 hours a week or more. Minimum effective salary for full-time service in 2018 is calculated as follows:
 - \$44,615 plus manse/utilities value of \$13,385, resulting in an effective salary of \$58,000 **OR**
 - An effective salary of \$58,000 divided appropriately between cash salary and housing allowance.Effective salary for part time service may be pro-rated.

In addition to the minimum effective salary, other minimums shall include:

- **Board of Pensions (BOP) core benefits:** medical/pension/death/disability coverage. Pastors' participation dues rate as a percentage of effective salary, is 37%.
- **Vacation** - 4 weeks annually (does not accumulate).
For bush pastors, every second year an additional 2 weeks' vacation and reimbursement for a round trip by published cheapest airfare to Seattle for pastor and immediate family who reside in the manse/housing. Bush pastors are those who reside at and serve congregations located on other than a year around road or scheduled rail transportation system.
- **Study leave (continuing education) benefits**
2 weeks each year plus \$1,500 each year of reimbursable costs (may accumulate for a 3-year maximum of six weeks. May not be used at the end of the call.
- **Moving expenses**
 - A. Moving to calling church in the Presbytery of Yukon
 - 1. Cost of transportation for family from place of residence to calling church.
 - 2. 3,000 lbs. of household goods & 2,000 lbs. of books moved at the most economical rate available.
 - B. Moving from calling church in the Presbytery of Yukon
 - 1. The lesser of:
 - a. The equivalent of cost of transportation for family to Seattle.
 - b. Half the cost of moving to the new location.
 - 2. The lesser of:
 - a. 3,000 lbs. of household goods & 2,000 lbs. of books moved to Seattle at the most economical rate available.
 - b. Half the cost of moving 3,000 lbs. household goods & 2,000 lbs. of books moved to the new location.
 - C. The moving and transportation costs for leaving may be prorated during the first three years in the Presbytery of Yukon.
- **Worker's Compensation** – full coverage
- **Medical Leave**
10 days initially, accumulating at a rate of one (1) day per month of employment, up to 90 days, at which point long-term disability coverage takes effect.