

PRESBYTERY OF YUKON
2025 Minimum Terms of Call

- **Minimum total compensation** for full-time service in 2025 is \$65,500. The Board of Pensions defines full-time service as 35 hours a week or more. Total compensation **for part time service may be prorated** (i.e., a pastor, whether installed or non-installed, who works $\frac{3}{4}$ time would earn 75% of minimum total compensation). Any of the following may be included in the total compensation:
 - Salary
 - Housing allowance
 - Value of manse (calculated as 30% of effective salary*)
 - Deferred compensation (403(b) contributions)
 - Social Security offsets

In addition to the minimum total compensation, other minimums shall include:

- **Board of Pensions (BOP) benefits plan**
 - **For pastors currently in Pastors' Participation Plan on December 31, 2024:** Transitional Pastor's Package (same coverage as 2024 Pastors' Participation Plan) for which dues are 43% of effective salary*; OR Congregational Pastors Package which includes medical coverage for pastor only (with optional coverage for family for additional cost), pension, death and disability, temporary disability, employee assistance plan, and access to other assistance and education programs. Dues for Congregational Pastors Package are 26% of effective salary* (plus additional cost for any family members covered in health plan).
 - **For pastors installed during 2025 and for full-time interim pastors starting in 2025:** Congregational Pastors Package (see above for details)
 - **For other non-installed pastors (or Commissioned Pastors) working at least 20 hours/week:** Congregational Pastors Package (see above for details) or Covenant Package. The latter includes pension, death and disability, temporary disability, employee assistance plan, and access to other assistance and education programs (ex: CREDO). Dues are 10% of effective salary*.
- **Vacation** - 4 weeks annually (does not accumulate).
For non road system 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.
- **Study leave (continuing education) benefits**
2 weeks each year plus \$2,500 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. One hundred percent (100%) of the cost of moving household goods and books from place of residence to calling church, up to \$15,000.

- B. Moving from calling church in the Presbytery of Yukon
1. The lesser of:
 - a. The equivalent of the cost of transportation for the family to Seattle, or
 - b. Half the transportation cost of moving to the new location.
 2. Up to \$5,000 in expenses for moving household goods and books for those leaving the state of Alaska.
- C. The moving and transportation costs for leaving shall be prorated during the first three years in the Presbytery of Yukon.
- D. Non-installed pastors, including interim pastors – to be negotiated with the Session, with the amounts established in this Minimum Terms of Call as a guideline.

- **Worker’s Compensation** – full coverage
- **Medical Leave** – 14 days/year (*accrual from year to year may be negotiated with congregation*)
- **Family Medical Leave** : 12 paid weeks required for installed and non-installed pastors. Family medical leave is defined as leave to accommodate the birth, foster placement, or adoption of a child; leave to provide care to an ill or disabled family member; and leave to heal following a loss or tragic event.

*Effective salary includes various types of compensation and/or reimbursements paid by congregations and employers to ministers of the Word and Sacrament and employees. Unique to the Board of Pensions, ***effective salary is not the same as the taxable income*** reported to the IRS or the Social Security Administration. For more information, see the booklet *Understanding Effective Salary* at [pensions.org/file/what-we-offer/benefits-guidance/forms-documents/Documents/pln-103.pdf](https://www.pensions.org/file/what-we-offer/benefits-guidance/forms-documents/Documents/pln-103.pdf). For help calculating effective salary, use the worksheet on page 9 of booklet or the online *Total Effective Salary Calculator* at [Total Effective Salary Calculator - The Board of Pensions of the Presbyterian Church \(U.S.A.\)](https://www.pensions.org/calc/totalSalary) (<https://www.pensions.org/calc/totalSalary>).