

The Pacific Presbytery 2026 Minimum Call Package

Minimum for Installed Full-time Ministers of Word and Sacrament (MoWS)

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|---|--------------------|
| 1. 2026 Minimum effective salary | \$80,000 |
| <i>"Effective salary" is defined by the Board of Pensions¹</i> | |
| <i>The Minister may choose how to distribute the effective salary between the BOP categories.</i> | |
| 2. For ministers who reside in church-owned manses, the minimum cash portion of the salary | \$50,000 |
| Paid Study Leave (aka Continuing Education, Professional Development) | \$ 1,400 |
| <i>Shall include at least 2 Sundays, max accrual of 20 days</i> | 2 wks/10 work days |
| 3. Paid Sick Days | 5 days |
| 4. Paid Vacation Leave | 4 wks |
| <i>Paid vacation can be counted as one month or four weeks, depending on the church's payroll system, but in all circumstances the pastor will have 4 Sundays off. This is applicable to part-time and full-time pastors, as the pay continues at part-time or full-time. Maximum accrued unused vacation is 20 days and is paid out at termination.</i> | |
| 5. Paid Family Leave ² | at least 12 weeks |
| 6. Other | |
| <ul style="list-style-type: none">• All installed ministers serving churches are required to participate in the Congregational Pastors Package (or the Transitional Pastor's Participation plan if eligible) with the Board of Pensions.• Professional expenses are reimbursements. They are not considered compensation.• Mileage reimbursement is an expense of the church and not compensation.• Fair rental value of church-owned housing (manse) must be determined by a qualified real estate appraisal. | |

Part-Time Ministers of Word and Sacrament

- Minimum Compensation is prorated based on the 2026 minimum effective salary above and a normal full time work week of 40 hours.
- All MoWS, regardless of hours/week worked, receive annually 4 weeks of vacation, 2 weeks study leave, subject to the same maximum accruals as for the full time. These are not prorated for part-time.

Non-installed Ministers (e.g., transitional, temporary supply)

- They may participate in any of the Board of Pensions plans available to ministers, as guided by the Board of Pensions requirements for each option.

Annual Review of Terms of Call: Each year the Session is required by the Book of Order (G-2.0804) to review the adequacy of the salaries of all pastoral staff. If session wishes to make any change in the terms of call as they were last approved by presbytery, the changes must be brought to the congregation for approval, contingent upon the approval of presbytery that, finally, approves terms of call and all changes in terms of call.

¹ <https://www.pensions.org/calc/totalSalary>

² Per PC(USA) Book of Order, G-2.0804

As soon as the congregation has approved new terms of call for its pastor(s), the terms of call forms must be returned to the presbytery office for the COM to process. (also written in Clerk of Session Handbook)

Sabbatical Leave: In the seventh year of service, the congregation will provide for a minimum three-month Clergy Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for pulpit supply in the pastor's absence. Session and the Teaching Elder should begin consideration of the proposed Sabbatical plan at least 6 months before the proposed sabbatical. In their Sabbatical year, the two weeks of study leave will be included in the three-month period of leave. Responsibilities of the Teaching Elder, Session, and Commission on Ministry can be found at: [sample-sabbatical-leave-policy](#) .

Paid Family Leave

The call shall include provision for a minimum of twelve weeks paid family medical 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.

Types of Leave

- Parental Leave: To be used within one year of birth or adoption
- Caregiver/Family Leave: In times when a family member requires care due to an illness or disability

Leave Parameters

- Paid Leave may be used—in accordance with need—consecutively or intermittently.
- During Paid Leave, the pastor will continue to receive all benefits in their terms of call, including dues paid to and benefits provided by the Board of Pensions.
- Use of vacation time is not required but may be used to extend leave time at the discretion of the pastor.
- Annual study and vacation leaves, or sabbatical/clergy renewal leaves should not be taken immediately before or after a family leave without consultation with the Session and with COM.
- Following the period of Paid Leave, the pastor shall be entitled to return to the same position with the same title, terms of call, hours worked, and job description.

Church [and Other PC(USA) Entity] Support

- While the individual church/entity is responsible for the funding and administration of Paid Family Leave, state-provided disability and paid leave benefits and Board of Pensions financial protection programs may be considered in order to help offset income continuation costs.
- Where possible, communication of mutual needs and planning is vital to minimize disruption for the entity served by the pastor. Pastors are encouraged to anticipate leave with sensitivity around the needs of the church/entity/body, including but not limited to temporary replacement and fulfillment of duties.
- Paid Family Leave is not intended to be a burden but rather a source of joy as churches/entities encourage pastors to take time for the good of their families. In the spirit of the connectional church, councils of the PC(USA) are encouraged to work together to assist individual churches/entities in the development of funding Paid Family Leave in order best to serve the Kingdom of God. Presbyteries and synods are encouraged to facilitate conversations regarding how individual churches/entities might fund Paid Family Leave.

PASTORAL CALL FORM - ANNUAL REVIEW/REVISION

Pastoral Call

(for Pastor, Co-Pastor, Associate Pastor)

_____ (name of church), belonging to The Pacific Presbytery, hereby approve the following terms of call for _____ (Minister's name) for the continued call of _____. This position is FULL TIME / PART TIME ____%.

That you may be free to devote full-time (part-time) to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you in regular payments the following salary and vouchered expenses (fill in those which are agreed to):

Effective salary (\$70,000 min for Full time)

Reimbursable expenses (by voucher)

Annual Cash Salary	\$ _____
Housing Allowance	\$ _____
Employing Org. Contributions	\$ _____
Bonuses	\$ _____
SECA (above 50% only)	\$ _____
Other allowances	\$ _____
Total Effective Salary	\$ _____

Automobile expense (\$0.655/ mile)	\$ _____
Business/professional expenses	\$ _____
SECA Supplement (up to 50%)	\$ _____
Continuing Education (\$1400 min)	\$ _____
Other allowances (ie. phone, internet)	\$ _____
	\$ _____
	\$ _____

Board of Pensions Plan: _____

People covered : _____

Amount of Paid Vacation (*minimum 4 wks/20 work days*) _____

Amount of Paid Continuing Education (*minimum 2 wks/10 work days*) _____

Amount of Paid Sick Time (*minimum 5 days, if needed*) _____

Amount of Family Leave (*minimum 12 weeks, if needed*) _____

Other housing support, compensation, or fringe benefits: _____

We further promise and obligate ourselves to review with you annually the adequacy of this compensation.

Having moderated the congregational meeting which extended this call for ministerial services, I do certify that the call has been made in all respect according to the presbytery policy and the Form of Government, and that the persons who signed the foregoing call were authorized to do so by vote of the congregation.

Approved at a congregation meeting, held on _____ (date).
(signed) _____

Moderator of the meeting

Accepted by:
(signed) _____

Minister of Word and Sacrament

Approved by COM/The Presbytery of the Pacific on: _____ (date)
(signed) _____

Presbytery Stated Clerk or COM Chair