

**4.700 COMMITTEES OF PRESBYTERY: COMMITTEE ON MINISTRY,
SALARY/WORKING AGREEMENTS**

4.701 Professional Staff Positions Working Agreements

- A. Ordained Presbyterian Church (U.S.A.) clergy shall normally be subject to Presbyterian minimum salary and time requirements.
 - 1. Salary and housing equal to 75% of the previous year's church wide median;
 - 2. 1% of previous year church wide median for each year of service within the Presbytery up to ten years;
 - 3. Full participation in the Board of Pensions Benefits Plan;
 - 4. Continuing Education: 2 weeks and Presbytery-approved compensation;
 - 5. Vacation: 4 weeks or one month.

- B. Exceptions to the above are as follows: (One or more may apply)
 - 1. The annual full-time cash salary (or proportion thereof) may be reduced by \$2,000.00 per year if the person is not qualified to administer all or part of the sacraments and Presbyterian Church (U.S.A.) ordinances.
 - 2. The annual full-time cash salary (or proportion thereof) may be reduced by \$2,000.00 per year if the person is not qualified to moderate session and congregational meetings.
 - 3. The annual full-time cash salary (or proportion thereof) may be reduced by \$2,000.00 per year if the person requires supervision by an ordained minister.

- C. The Working Agreement shall include requisite dues to the pension plan of the Presbyterian Church (U.S.A.) or the pension and medical plan of his or her denomination.
 - 1. Certified Christian Educators shall have the following minimum salary standards:
 - a. Salary: 50% of the previous year's church-wide median salary for ministers;
 - b. Full participation in the Board of Pensions Benefit Plan;
 - c. Continuing Education: 1 week and Presbytery-approved compensation;
 - d. Vacation: 2 weeks.

2. Sessions employing Commissioned Lay Pastors will develop a Working Agreement, acceptable to the Commissioned Lay Pastor and the Committee on Ministry that will include:
 - a. Salary;
 - b. Travel Allowance;
 - c. Expectations for Ministry.