

**MINIMUM TERMS OF CALL FOR 2019**

**Adopted by Upper Ohio Valley Presbytery on September 25, 2018**

**2019 Minimum Terms of Call for Ministers of Word and Sacrament:**

	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
SALARY	\$33,951	\$34,290	34,633	\$34,633
MANSE	10,185	10,287	10,390	10,390
HOUSING	12,185	12,287	12,390	12,390
SOCIAL SECURITY	3,387	3,387	3,689	3,689
BENEFITS DUES w/housing	16,840	16,964	17,163	17,163
BENEFITS DUES w/manse	16,148	16,271	16,433	16,433
CONTINUING ED	1,200	1,200	1,200	1,200
CONT ED	2 wks, 2 Sundays		2 wks, 2 Sundays	
VACATION	4 wks, 4 Sundays		4 wks, 4 Sundays	
SPIRITUAL RETREAT	1 wk, 1 Sunday		1 wk, 1 Sunday	
TRAVEL	IRS rate up to \$2,000		IRS rate up to \$2,000	

**2019 Recommended Minimum Terms of Call for Commissioned Pastors.**

- Maximum Time: 20 hours per week
- Minimum Compensation: \$15.00 per hr
- Mileage at IRS rate (\$.545 for 2018) up to \$2,000 per year
- Housing Allowance: [May be negotiated]
- Continuing Ed: \$400 per yr accumulative to \$1,200 for 3 yrs
- Cont Ed Time: One wk, including one Sunday
- Vacation: Four weeks, including four Sundays
- Spiritual Retreat Time: One wk, inc. one Sunday
- Book Allowance: \$200 per year
- Benefits: [May be negotiated]

**2019 Recommended Minimum Terms of Compensation for Certified Christian Educators.**

80% of the Minimum Terms of Call for Ministers of Word and Sacrament.