

Presbytery of Arkansas  
Minimum Terms of Call Worksheet

Description for Full-Time Call	Without Manse	With Manse	ACTUAL
<b>Required</b>			
Cash & Housing (-\$12,000 for manse) *	\$34,000.00	\$22,000.00	
Continuing Education	\$1,200.00	\$1,200.00	
Professional Reimbursable Expense ** (vouchered reimbursement for mileage, books, etc)	\$1,200.00	\$1,200.00	
Board of Pensions – Full Family ***	\$16,000.00	\$16,000.00	
Vacation	4 weeks paid	4 weeks paid	
Continuing Education Time	2 weeks paid	2 weeks paid	
Parental Leave †	6 weeks paid	6 weeks paid	
3 month Sabbatical Leave, the plan to be approved by COM and awarded in the 7 <sup>th</sup> year	3 months awarded in the seventh year	3 months awarded in the seventh year	
<b>Optional - Strongly Encouraged</b>			
Additional Pension Payments 403(b)			
Medical Flexible Spending Account			
<b>Total Minimum Cost to the Church ****</b>	<b>\$52,400.00</b>	<b>\$40,400.00</b>	

*policy adopted in 2014*

\* Money may be reallocated to fund additional continuing education, a 403(b), or medical flexible spending.

\*\* Professional Reimbursable Expense includes vouchered expenses such as mileage, meals, books, cell phones, or other negotiated expenses.

\*\*\* If full family coverage is not required the cost savings to the church should be reallocated to another area of compensation (such as a 403(b) or a Medical Flexible Spending plan.

\*\*\*\* Total compensation for a full time called and installed pastor may not be less than the minimum cost to the church.

† Parental leave is required paid time off for each clergy member of the Presbytery of Arkansas at the birth or adoption of a child.