

PRESBYTERY OF ARKANSAS  
Minimum Terms of Call  
Effective January 1, 2011

Ministers of Word and Sacrament

EFFECTIVE SALARY:

Salary, Housing, Utilities	\$30,800
(If manse provided, minimum salary plus utilities to be \$23,692)	

PROFESSIONAL EXPENSES:

Automobile & Other Reimbursable Expenses	\$ 3,000
Continuing Education (cumulative to 3 years)	\$ 1,200

BENEFITS:

Board of Pensions: Pension/Medical/Death/Disability (minimum based on 31.5% of effective salary)*	\$ 10,401
Vacation	4 weeks/year
Study leave (cumulative to 6 weeks) 1 additional week may be requested for service to the denomination.	2 weeks/year
Maternity Leave	8 weeks
Paternity Leave	2 weeks
Disability (as certifiably warranted by a licensed physician not to exceed 90 days)	Full effective salary with pension dues paid.
Sick Leave	(negotiated with calling body)
Personal Leave	(optional)
Sabbatical	(optional) usually 3 months during the 7 <sup>th</sup> year of service
Reasonable moving expenses to the field	
Total Minimum Compensation Package	\$45,401

\*NOTE: The Board of Pensions has a minimum salary level which each church must use in figuring their 31.5% payments if the minimum salary level for their pastor is below the Board's minimum level. (In 2011 the medical dues are a minimum of 19.5% of \$34,385 (or \$6,705) and the pension/death/disability dues are within the Presbytery minimum (12% of \$30,800, or \$3,696) for a total minimum Board of Pensions cost of \$10,401.)

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Certified Christian Educators

Salary:		\$24,150
Auto:	(at Presbytery committee reimbursement rate)	
Board of Pensions: Pension/Medical/Death/Disability (minimum based on 31.5% of effective salary)*		\$ 9,603
Continuing Education (Two weeks cumulative up to six weeks per three years)		\$ 650
Vacation (including 4 Sundays)	4 weeks/year	
Service to larger church	expected	
Total Minimum Compensation Package (reimbursement for auto not included)		\$34,403

\*NOTE: The Board of Pensions has a minimum salary level which each church must use in figuring their 31.5% payments if the minimum salary level is below the Board's minimum level. (In 2011 the medical dues are a minimum of 19.5% of \$34,385 (or \$6,705) and the pension/death/disability dues are within the Presbytery minimum (12% of \$24,150 or \$2,898) for a total minimum Board of Pensions cost of \$9,603.)