INSTALLED PASTOR AGREEMENT
Presbytery of Mid-Kentucky

In 2027, the Mid-Kentucky Presbytery minimum annual compensation is **$75,700**; this amount includes: financial compensation, reimbursements, and PC(USA) Board of Pensions benefits. **Please include the job description and/or MDP on a separate page.**

Congregation: _____

Pastor: _____

Hours Per Week: _____

Start Date: _____

Financial Compensation

The following financial amounts are based on YEARLY compensation.

$_____Salary

$_____Housing Allowance

$_____ Half of SECA (7.65% of Salary + Housing is required by MKP)

$_____Additional SECA Offset (optional: 7.65% of Salary + Housing)

$_____ Total Financial Compensation

Reimbursements

$_____Continuing Education Reimbursement (MKP minimum: $1,000)

$_____Auto Allowance Reimbursement (reimbursed at current IRS rates/mile) $_____Professional Expenses Reimbursement]

$_____ Total (Con. Ed. + Auto + Professional Expen., used as needed)

$_____ Moving Expenses if applicable (note: moving expenses are taxable)

$_____ Total Reimbursement Allowance

Continuing Education and Vacation Time

The following are MKP minimums. These *minimums* apply to full and part-time installed calls and are *not* pro rated based on the number of hours worked each week. This is paid time away from the congregation: 4 weeks of vacation time (inclusive of 4 Sundays) per year, 2 weeks of continuing education time (inclusive of 2 Sundays) per year, and 13 weeks (at least 91 consecutive days) of parental leave.

- Vacation: 4 weeks plus additional time if any: _____
- Continuing Education: 2 weeks plus additional time if any: _____
- Parental Leave: 13 weeks plus additional time if any: _____ (If parental leave would be a financial strain on the congregation, the session should contact the presbytery to discuss financial

support.) See the presbytery's Parental Leave Policy for more details.

- MKP recommends a three-month sabbatical for full-time ministers of Word and Sacrament and educators after they have been engaged in a ministry for five or more years. See the presbytery's Sabbatical Guidelines for more details.

Board of Pensions of the Presbyterian Church (USA)

Option 1

Please see the BOP website (https://seasonofrebuilding.pensions.org/2025-plan-changes/dues-packages) for pricing.

$_____Congregational Pastors Package – Required for Installed Pastors (Includes: pension, death and disability, temporary disability, and medical for the member only.)

Dependent medical coverage may be paid by the congregation, the pastor, or shared.

$_____ Child(ren) paid by Congregation

$_____ Spouse paid by Congregation

$_____ Family paid by Congregation

Option 2

Pastor's Participation coverage under BOP's **Transitional Pastor's Participation** plan, an option available through December 31, 2027. (Available to employers who have a minister in Pastor's Participation as of Dec. 31, 2024.)

$_____ **Transitional Pastor's Participation** plan

Additional BOP Benefits (for either option above)

The BOP offers other benefits to pastors that may be paid by the congregation, the pastor, or split between the two. Some of the options are: dental insurance, vision coverage, 403(b) accounts, and flexible spending accounts. Please see the BOP website for additional options.

$_____ Other BOP benefit: _____ paid by the congregation

$_____ Other BOP benefit: _____ paid by the congregation

$_____ Other BOP benefit: _____ paid by the congregation

$_____ Total BOP Benefits

<u>Total Annual Compensation</u>

Total Financial Compensation $_____

Total Reimbursement Allowance $_____

Total BOP Benefits $_____

Total Annual Amount to the Congregation $_____

_____ Signature: _____ Date: _____
(Clerk of Session)

_____ Signature: _____ Date: _____
(Commission on Ministry)

_____Signature: _____ Date: _____
(Pastor)