

## **Required training during your first year:**

Baltimore Presbytery Policy and our terms of call require that all incoming pastors have this training during the first year of ministry:

- *The Pastor and Congregation agree to abide by the Book of Order (D-10.0106) and the Presbytery's [Sexual Misconduct Policy and its Procedures](#) which permit the Presbytery through its committees to put a minister on administrative leave upon receipt of allegations of sexual misconduct or for failure to participate in the mandated education on the Presbytery's Sexual Misconduct Policy within the first year of the call and every five years thereafter.*
- *The pastor and congregation agree to abide by the Presbytery's requirement for all pastors to complete the mandatory [Dismantling Racism Training](#) by the end of 2020 and every three years thereafter.*

*We also expect all minister members of the presbytery to abide by our [Ministerial Ethics Guidelines](#) and to be aware that all who receive calls after November 11, 2018, have agreed to our policy on [Administrative Leave](#) as part of their terms of call.*

*Because Baltimore Presbytery uses a Factoring System to set minimum salary levels for Pastoral Position, you should also be aware of the implications of that system. The lowest factor possible for a pastor in one of our churches is 520. Details may be found in the [Factoring Guide for Pastoral Positions](#) and in [Factoring FAQs](#).*