

**Terms of Call for Veronica Ota
Peacemaking and Justice Minister for the Presbytery of San Jose
For Presbytery**

Title: Peacemaking and Justice Minister

Status: Ordainable, Designated Pastor – three year contract, subject to renewal

Reporting to: Executive Presbyter

Classification: Exempt, half-time, 25hours/week

Terms of Call:

\$40,000 Salary/Housing¹²

Benefits (member only) fully funded by BOP³ for three years⁴, assuming BOP approves grant

\$1500 professional expenses (\$1000 funded by Westview Presbyterian Church)

\$1000 continuing education

\$600 cell phone reimbursement

Start Date: October 1, 2026

1 Month (31 days) vacation

2 weeks (14 days) study leave

3 months sabbatical leave at/after 7th year of continuous service with expectation you will remain in the position for at least one year following the sabbatical leave

¹ This represents a little more than half of the minimum effective salary for Monterey County, where Veronica Ota resides.

² Per Financial Affairs Committee, this will be identified in the budget as 40% (of 25 hours and of the effective salary) for Good Growth Garden/Westview-Watsonville and 60% (of 25 hours and of the effective salary) for Presbytery Peacemaking and Justice work

³ <https://www.pensions.org/what-we-offer/benefits-packages/Benefits-grants-for-organizing-pastors-and-evangelists>

⁴ At Year 4, Presbytery's share would be 33.3%; at Year 5, Presbytery's share would be 66 2/3%