

Presbytery of Great Rivers
2019 TERMS OF CALL RENEWAL

Position: an ordained Pastoral Call, usually a PCUSA Teaching Elder; elected by congregation – no end date

(please complete all fields)

Pastor's Name: _____

Church & City: _____

Ordination Date: _____ 101 Pastor or Co-Pastor **OR** 103 Associate Pastor

Full-Time **OR** Part Time: Percent: _____ %

Experience Level 1 **OR** Experience Level 2

Experience Level 1 Less than 4 years ordained ministerial experience: minimum total effective salary **\$44,691**

Experience Level 2 4 or more years ordained ministerial experience: minimum total effective salary **\$48,119**

A. EFFECTIVE SALARY

1. Cash Salary (12-month equivalent **prior** to any elective deductions) \$ _____
 2. PCUSA Fidelity 403B (church contribution) \$ _____
 3. Manse Value (fair rental value per year including any church paid utilities) \$ _____
 4. Housing Allowance (if applicable) \$ _____
 5. SECA - Self-Employment Contributions Act (if applicable) \$ _____
 6. BOP Optional Coverage \$ _____
 7. **TOTAL EFFECTIVE SALARY** \$ _____
- Effective Salary Date:** _____

B. BENEFITS (Paid by Congregation)

1. Full-Time: 35 hours or more **OR** Part Time: 20-34 hours **OR** Part Time: 0-19 hours
(for BOP needs)
2. 37% of BOP effective salary (Estimate dollar value (BOP will send bill)) \$ _____
3. **Vacation:**
 Minimum of Four weeks including four Sundays
OR additional: _____
4. **Maternity/Paternity Leave:**
 Minimum two months paid maternity leave or two weeks paid paternity.
OR additional: _____

C. PROFESSIONAL REIMBURSABLE EXPENSES (paid by congregation)

1. Mileage Reimbursement vouchered at the current IRS allowable rate \$ _____
2. **Continuing Education**
 - a. Reimbursable expenses (travel, lodging, registration fees, materials) \$ _____
(**Minimum \$1000**/year accumulative to 3 years)
 - b. Amount of Time:
Minimum 2 weeks/year including 2 Sundays, accumulative to 3 years
OR additional: _____
3. **Reimbursable Professional Expense**
(receipts MUST be provided to church treasurer) \$ _____

D. **SABBATICAL** COM recommends that calls address a sabbatical leave. Churches are encouraged to provide for sabbatical leave for a pastor, in the terms of call or a policy statement of the session/congregation (which may be incorporated into the terms of call by reference).

Sabbatical leave: yes **OR** no.

If **YES**, details of agreement: _____

E. **DATES OF ACTION AND SIGNATURES** The Constitution of the Presbyterian Church (U.S.A.) requires an annual review of the adequacy of pastoral compensation including conference(s) with the pastor by a responsible committee, recommendation by the Session, and approval by the congregation:

Date of conference with **Pastor**: _____

Date of Session action and recommendation: _____

Date of Congregational Meeting: _____

Clerk of Session (signature required): _____ Date _____

Pastor (signature required): _____ Date _____

COM Chair _____ Date _____

**This form is for the Presbytery of Great Rivers purposes ONLY. For Board of Pensions (BOP) rules, please use publication "Understanding Effective Salary" www.pensions.org/AvailableResources/BookletsandPublications/pin-103.pdf*