

Presbytery of Great Rivers

2024 Terms of Call Form NEW and RENEWAL

Position: an ordained Pastoral Call, PCUSA ordained MWS; elected by congregation –

no end date

(please complete all fields)

Pastor's Name: _____

Church & City: _____

Pastor's Email & Phone _____ Ordination Date: _____

Clerk's Email and phone _____

Transitional Training Completed: _____ Week 1 _____ Week 1 & 2 _____ NONE

Full-Time **OR** Part Time: Percent: % **101** Pastor or Co-Pastor **OR** **103** Associate Pastor

Level 1 - Less than 4 years ordained ministerial experience: minimum total effective salary \$49,329

Level 2 - 4 or more years ordained ministerial experience: minimum total effective salary \$53,112

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** \$ _____
Begin Date: _____ End Date: _____ (12 months or less only)

A. **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. _____ % of BOP effective salary (Estimate dollar value) (BOP will send bill) \$ _____
3. **Vacation:**
 Minimum of Four weeks including four Sundays
OR additional: _____
4. **Family Leave:**
 Minimum 12 week paid family leave. (must be completed)
OR additional: _____

B. 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)

C. 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:

D. 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/Documents/pln-103.pdf

***Please **email this completed form** to COM at greatriverscom@gmail.com ***