

Presbytery of Great Rivers

Revised 2026 Terms of Call for an Installed Pastoral Relationship (Pastor or Associate Pastor)

Pastor's Name _____

Church & City _____

Pastor's Email & Phone _____

Ordination Date _____ PCUSA _____ | If other denomination, identify _____

Clerk's Name _____

Clerk's Email & Phone _____

For pastors new to this church this year, this Call shall be effective on (date): _____.

The _____ Presbyterian Church of _____, Illinois (PIN _____), being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be beneficial to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you (name), _____ to undertake the office of _____ for this congregation, promising you in the discharge of your duties all proper support, encouragement, and allegiance in Jesus Christ.

Effective salary for a call with an ordained pastor **must meet or exceed current presbytery minimums**. For a part-time call, the dollar amount allowed for continuing education may be prorated. However, **time allowed for vacation and continuing education must meet the full minimum**.

____ Level 1: 0-4 years of ordained ministerial experience: min. total effective salary \$51,826

____ Level 2: 4+ years of ordained ministerial experience: min. total effective salary \$55,801

Position: ____ Full-time **OR** ____ Part-time _____% (based on 40-hour week)

EFFECTIVE SALARY (paid by church)

- 1. Annual Cash Salary \$ _____
- 2. Housing Allowance \$ _____
- 3. Fair Market Value of the Manse (if applicable) \$ _____
- 4. *Employer-Paid SECA (above 50%) (if applicable) \$ _____
- 5. Employer Contribution to 403b (if applicable) \$ _____
- 6. Employer-Paid FSA or Other Health Savings Plans (usually non-taxable for pastor) (if applicable) \$ _____
- 7. Other (Gifts, Bonuses, Year-end Bonuses, etc.) (if applicable) \$ _____
- 8. **Total Effective Salary (add lines 1-7)** \$ _____

REQUIRED BOARD OF PENSIONS PARTICIPATION (paid by church)

- 9. Major Medical
 - Pastor Only (17.5% of Line 8) **OR** \$ _____
 - Transitional Pastors' Package (37% of Line 8) \$ _____
- 10. Pension, Death, and Disability (10% of Line 8) \$ _____
- 11. **Total Required BOP Benefits (add lines 9-10)** \$ _____

ENCOURAGED BENEFITS (may be paid by church)

- 12. Spouse/Family Major Medical
 - Pastor Plus Children (\$9,950) **OR** \$ _____
 - Pastor Plus Spouse (+ \$12,250) **OR** \$ _____
 - Full Family (+ \$22,200) \$ _____

- 13. Dental (Circle yes **OR** no and indicate amount covered) \$ _____
- 14. Vision (Circle yes **OR** no and indicate amount covered) \$ _____
- 15. *SECA (0-50%) (7.65% of lines 1, 2, and 3) \$ _____
- 16. Other _____ \$ _____
- 17. Total Encouraged Benefits (add lines 12-16)** \$ _____

PROFESSIONAL REIMBURSEMENT EXPENSES (paid by church)

- 18. Mileage Expense (vouchered at current IRS allowable rate; max. amount church agrees to pay) \$ _____
- 19. Continuing Education (minimum \$1,000) \$ _____
- 20. Professional Expenses (minimum \$1,000) \$ _____
- 21. Moving Expenses (for new pastors only) (if applicable) \$ _____
- 22. Total Professional Reimbursement Expenses (add lines 17-21)** \$ _____
- Total Cost to the Church (add lines 8, 11, 16, and 22)** \$ _____

ADDITIONAL REQUIRED PROVISIONS

- Vacation (minimum 4 weeks, including 4 Sundays) _____ weeks
- Continuing Education (minimum 2 weeks, including 2 Sundays) (cumulative to 3 years) _____ weeks
- Paid Family Medical Leave: 12 Weeks _____ weeks
- All changes to Total Effective Salary have been reported to the BOP. YES NO

SABBATICAL

Churches are encouraged to provide for sabbatical leave for pastoral leaders in compliance with Presbytery’s Sabbatical Leave Policy and Guidelines.

Sabbatical leave: YES or NO. If **YES**, include details of agreement on additional pages.

OTHER PROVISIONS-Include all other forms of compensation, reimbursement, or benefits not listed above. (Please note: pastors who wish to retain copyright of their work product should consult with a tax advisor for tax implications for all parties.)

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 approved at Congregational Meeting _____

Clerk of Session (signature required) _____ Date _____

Pastor (signature required) _____ Date _____

Date approved by Commission on Pastoral Leadership _____

This form is for the Presbytery of Great Rivers purposes ONLY.

For Board of Pensions (BOP), please visit <https://www.pensions.org/what-we-offer/benefits-guidance>

For assistance, consult BOP calculator: <https://www.pensions.org/calc/totalSalary>

*If you have questions, contact the BOP and your personal tax consultant.

Email this completed form to callsandcovenants@greatriverspby.org.