



**Presbytery of Giddings-Lovejoy  
2019 Pastoral Terms of Call**

Church \_\_\_\_\_ PIN \_\_\_\_\_  
Address \_\_\_\_\_ City, State & ZIP \_\_\_\_\_

\_\_\_\_\_ Name of Teaching Elder or Commissioned Pastor

Position (check one):  Pastor       Associate Pastor       Designated Pastor  
 Interim Pastor       Interim Associate Pastor       Parish Associate  
 Commissioned Pastor       Gap Pastor       Other (Please specify: \_\_\_\_\_)  
 Full-time       Part-time (Hours per week: \_\_\_\_\_)

*FOR NEW SERVICE IN INSTALLED POSITIONS:* The beginning date was \_\_\_\_/\_\_\_\_/\_\_\_\_.

*FOR ALL TEMPORARY POSITIONS:* The term of the contract is from \_\_\_\_/\_\_\_\_/\_\_\_\_ to \_\_\_\_/\_\_\_\_/\_\_\_\_.

**If your congregation does not have one of the above positions, please complete this box.**

Regular Pulpit supply:  yes  no      Name \_\_\_\_\_ (if same person weekly)

Name of Moderator: \_\_\_\_\_ (if different from regular pulpit supply)

Our session and congregation will annually review the adequacy of the following compensation and will follow the compensation guidelines established by the Presbytery.

**Minimum Terms of Call for 2019:**

Effective Salary (full-time): \$41,370.00 (70% of Churchwide Median of \$59,100)

**Board of Pensions Calculators can be found here:**

<http://www.pensions.org/AvailableResources/Calculators>

*FOR INSTALLED POSITIONS (G-2.0504a):*

The following terms of call were approved by the congregation at a meeting on \_\_\_\_\_

*FOR TEMPORARY/CONTRACTED POSITIONS (G-2.0504b):*

The following compensation was approved by the Session at a meeting on \_\_\_\_\_

Clerk of Session: \_\_\_\_\_ (signature)

Clerk of Session Name (please print): \_\_\_\_\_

I agree to these terms of call:

Signed: \_\_\_\_\_, Pastor/Commissioned Ruling Elder

## Annual Compensation

### *Effective Salary*

	Annual Cash Salary	\$
	Deferred Income (403(b), annuity, equity)	\$
	Bonuses, Unvouchered Allowances, Gifts	\$
	Social Security (over 50% of SECA taxes)	\$
	Medical Reimbursements (copayments, medical expenses)	\$
	Housing Allowance & Utilities (does not apply if utilities are paid directly by the church and if they are listed in church's name)	\$
	Manse Value (value must be at least 30% of items 1-5 above.)	\$
	Moving Expenses (if applicable)	\$

**Total Effective Salary**    \$

### *Other Benefits and Reimbursable Allowances* (\* = required benefits)

	* Board of Pension Dues (For 2019 = 37% of total OR minimum participation dues if less than \$44,000)	\$
	* Family Health Coverage or Medical Reimbursement (1.5% of total)	\$
	Post Retirement Service Dues (if retired and working 20+ hours – 12% of total)	\$
	Optional Board of Pensions Benefits (Dental and/or Life Insurance)	\$
	* Travel/Auto Reimbursement (suggested: IRS rate)	\$
	* Continuing Education (suggested: \$750/full time; \$500/part time)	\$
	Social Security (50% or less of SECA tax)	\$
	Books/Other Professional Expenses	\$
	Other Vouchered/Reimbursable Expenses	

**Total Allowances**    \$

### ***Total Package***

\$

### *Paid Leave*

	* Continuing Education Leave (2 weeks minimum)	
	* Vacation (4 weeks minimum)	