



**2019 Pastoral Terms of Call**

Church: \_\_\_\_\_

Address: \_\_\_\_\_ (City, State & Zip)

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

Is being called to the position of: (check one):

- Pastor                       Associate Pastor
- Interim Pastor               Interim Associate Pastor       Parish Associate
- Gap Pastor                       Commissioned Pastor       Other (Please specify: (\_\_\_\_\_))
- Designated Pastor.....Length of term:  2 years  3 years
- Designated Associate Pastor.....Length of term:  2 years  3 years
  
- Full-time                       Part-time (Hours per week: \_\_\_\_\_)

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

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

We will pay regularly to the Board of Pensions a sum equal to the required percent of your salary for participation in the PCUSA Pension and Medical Plan during the time of your being and continuing in the pastoral relationship set forth in this call to this church, and to other provisions established by the General Assembly for participating in the Plan.

**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 \_\_\_\_\_

*We promise and obligate ourselves to review with you annually the adequacy of this compensation.*

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

*I agree to the following terms of call:*

Pastor or Commissioned Pastor: \_\_\_\_\_ Date: \_\_\_\_\_  
(Signature)

## Annual Compensation

### *Effective Salary*

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

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

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

### **Total Package**

\$

### *Paid Leave*

18.	* Continuing Education Leave (2 weeks minimum)	
19.	* Vacation (4 weeks minimum)	