

2019 ANNUAL CLERGY COMPENSATION WORKSHEET F-14

Name _____ Date _____

Church _____ Position _____

The Committee on Ministry recommends "Minimum Terms of Call" for each year for full-time service, which are approved by Presbytery action. Cost of Living Adjustments (COLA) and Merit increases (for outstanding service, increased educational or other competency) are encouraged when determining "Terms of Call" for the coming year. Full time is defined as 48/hours week of ministry.

"Terms of Call"

	2018	2019	
1. _____		_____	Annual cash salary
2. _____		_____	Housing Allowance
	\$48,662	\$49,392	<i>Minimum Combined Salary + Housing</i>
OR			
1. _____		_____	Annual cash salary
	\$35,574	\$37,068	<i>Minimum Salary</i>
2. _____		_____	Manse Value (30% Salary-BOP)
	\$10,672	\$11,120	<i>Minimum Manse Value for BOP</i>
	(Manse Fair Rental Value-IRS definition=_____)		
_____		_____	Utilities & Furnishings Allowance (if paid to pastor)
3. _____		_____	Additional compensation (deferred compensation, allowances, bonus or gift, medical deductible etc.)
_____		_____	Total Effective Salary (add 3 lines, reported to BOP)

Additional Compensation & Reimbursed Professional Expenses

4. _____	_____	Board of Pensions Dues (11% of effective salary; Death & disability dues, 1% of effective salary; PPO medical coverage at 25 % of effective salary)
5. _____	_____	Social Security Offset (7.65%-employer portion)
6. _____	_____	Continuing Education/Study Leave
7. _____	_____	Professional Expenses (subscriptions, pastoral supplies)
8. _____	_____	Travel Reimbursement (@IRS rate for auto)
9. _____	_____	Other reimbursed expenses (describe)
10. _____	_____	Total Church Budget for Pastoral Package
11. _____	_____	Vacation (<i>minimum 4 weeks, including 4 Sundays</i>)
12. _____	_____	Continuing Education/Study Leave (<i>min. 2 weeks</i>)