

**2010 ANNUAL REPORT ON TERMS OF CALL
PRESBYTERY OF CARLISLE
(Return to Stated Clerk of Presbytery by February 19, 2010)**

Minister _____

Church/Organization _____

Occupation _____ Terms Effective Date _____

The aforementioned church/organization promises and obliges to pay the following compensation. Pastors and churches may vary how the total of items 1-5 are distributed.

Effective Salary

- | | |
|---|----------|
| 1. Annual Cash Salary (including <u>employee's</u> contributions to 403 (b) plans, tax sheltered annuity plans) | \$ _____ |
| 2. Housing, utility and furnishings allowances* | \$ _____ |
| 3. Employing organization matching contributions to 403(b) plans, tax-sheltered annuity plans.** | \$ _____ |
| 4. Bonuses, overtime pay, unvouchered professional expenses allowance, gifts from employing organizations | \$ _____ |
| 5. Other allowances (for example medical deductible, SECA <u>in excess</u> of 7.65% of Effective Salary) *** | \$ _____ |
| 6. Manse Amount- ****
(must be <u>at least</u> 30% of Lines 1-5 for members residing in employer provided housing) | \$ _____ |
| 7. Total Effective Salary (Lines 1-6) | \$ _____ |
| 7a. <u>Board of Pensions Effective Salary-</u> (Line 7- minus line 3- Employer Contributions) | \$ _____ |
| 8. Board of Pensions Plan- Dues are 31.5% of - Line 7a | \$ _____ |

Reimbursable Amounts and Allowances

- | | |
|---|----------|
| 9. Travel Reimbursement (vouchered reimbursable at IRS rate, currently \$.55/mile as of 1/1/09) | \$ _____ |
| 10. Continuing Education Allowance | \$ _____ |
| 11. Books /Other Professional Expenses (vouchered reimbursable) | \$ _____ |
| 12. SECA (Social Security Offset) - typically 7.65% of Effective Salary (Line 7a) | \$ _____ |
| TOTAL TERMS OF CALL (lines 7-12 -Do not include line 7a!) | \$ _____ |

Vacation of _____
(Time Period- at least 30 days including
4 Sundays – Those Part Time also receive 30 Days)

Continuing Education Leave _____
(Time Period- at least two weeks, including 2 Sundays)

Spiritual Renewal _____
(At least one day off per quarter.)

Minister Signature _____
Clerk of Session Signature _____

***Applies generally to churches without a Manse,**

****Employer Contributions.** If a church matches a Pastor's contributions (withheld from pay) to a 403 (b) plan etc. that amount must be excluded from Total Effective Salary- Line 7- when figuring Board of Pensions Dues)

*****Medical Deductible:** Churches should establish either a Health Flexible Spending Account or a Health Reimbursement Arrangement. Information can be found with the Board of Pensions.

******Utilities with a Manse:** If a church with a manse pays the utilities directly, (money not given to Pastor) that amount must not be included in required "30%" minimum.