

**2019 ANNUAL REPORT ON TERMS OF CALL
 PRESBYTERY OF CARLISLE
 3040 Market St. Suite #1
 Camp Hill, PA 17011
 (Return to Stated Clerk of Presbytery by **Thursday February 7, 2019**)**

Minister Name _____ 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 totals of items 1-5 are distributed. **SEE MINIMUM TERMS OF CALL ON SEPARATE DOCUMENT**

Effective Salary

- 1. Annual Cash Salary (including employee's contributions to 403 (b) plans, tax sheltered annuity plans) \$ _____
- 2. Housing, utility and furnishings allowances \$ _____
- 3. Employing organization contributions to 403(b) plans, tax-sheltered annuity plans.* \$ _____

**3a. if any part or all of the Employing Organization contribution shown on Line 3 is a "match" of an elective contribution by a Pastor, the matching amount must be shown on Line 3a: \$ _____*

- 4. Bonuses, overtime pay, unvouchered professional expenses allowance, gifts from employing organizations \$ _____
- 5. Other allowances (for example medical deductible, SECA in excess of 7.65% of Effective Salary) \$ _____
- 6. Manse Value- (*where applicable*) **Do not Include Utilities paid by the church** \$ _____
 (Must be at least 30% of Lines 1-5 (do not include line 3a) for members residing in employer provided housing)
- 7. **Total Effective Salary (Lines 1-6-do not include line 3a)** \$ _____
- 7a. Board of Pensions Effective Salary- (*Line 7- minus line 3a- Employer "Matching" Contributions*) \$ _____
- 8. **Board of Pensions Dues- 37% of Line 7a.** \$ _____
- 8a. Group Plan Coverage Premiums (i.e. - Dental Insurance-this is an optional benefit) \$ _____

Reimbursable Amounts and Allowances

- 9. Travel Reimbursement (vouchered reimbursable at current IRS rate) \$ _____
- 10. Continuing Education Allowance (vouchered) \$ _____
- 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 7a-12) \$ _____

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

Continuing Education Leave _____ (Time Period- at least 14 days including 2 Sundays)

Spiritual Renewal _____ (At least one day off per quarter not including a Sunday)

Minister Signature _____ Clerk of Session Signature _____