



# The Presbytery of Carlisle

2601 N. Front Street, Ste. 209, Harrisburg, PA 17110

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## 2025 ANNUAL REPORT ON TERMS OF CALL

Return to the Stated Clerk by **Friday, February 7, 2025** (or upon congregational meeting vote).

Minister Name Rev. Kristal Taylor Smith Church/Organization Presbytery of Carlisle

Occupation Presbytery Leader for Government & Congregational Leadership Terms Effective Date 01/01/2025

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   | \$ <u>69,000</u> |
| 2. Housing, utility and furnishings allowances  | \$ <u>13,000</u> |
| 3. Employing organization contributions to 403(b) plans, tax-sheltered annuity plans.*  | \$ _____         |
| <b>*3a. Employer Matching Contributions: 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: <u>\$ 10,000</u></b> |                  |
| 4. Bonuses, overtime pay, unvouchered professional expenses allowance, gifts from employing organizations   | \$ _____         |
| 5. Other allowances (for example medical deductible, SECA <i>in excess</i> of 7.65% of Effective Salary)  | \$ _____         |
| 6. Manse Value- ( <b>where applicable</b> ) <b>Do not include Utilities paid by the church</b><br>(Must be <u>at least</u> 30% of Lines 1-5 ( <b>do not include line 3a</b> ) for members residing in employer-provided housing)                | \$ _____         |
| 7. <b>Total Effective Salary (Lines 1-6 (<b>do not include line 3a</b>))</b>  | \$ <u>82,000</u> |
| 7a. <b>Board of Pensions Effective Salary (Line 7 minus <b>Line 3a. Employer Matching Contributions</b>)</b>  | \$ <u>82,000</u> |
| 8. <b>Board of Pensions Dues</b> – use this <a href="#">link</a> or the below information to calculate  | \$ _____         |

#### Pastors in Congregational Pastors Package

Pastor only = 26% of effective salary in line 7a

Pastor and Spouse = 26% of effective salary in line 7a plus \$11,000 (\$17,000/\$28,000 min/max)

Pastor and Children = 26% of effective salary in line 7a plus \$8,950 (\$14,950/\$25,950 min/max)

Pastor and Family = 26% of effective salary in line 7a plus \$20,600 (\$26,600, \$37,600 min/max)

Transitional Pastor's Package = 43% of effective salary in line 7a (INSTALLED pastors only)

OR

Temporary Pastors in Covenant Package only = 10% of effective salary in line 7a

- |   |                 |
|---|-----------------|
| 8a. Group Plan Coverage Premiums (e.g., Dental Insurance; this is optional) | \$ <u>8,200</u> |
|---|-----------------|

#### Reimbursable Amounts and Allowances

- |   |                 |
|---|-----------------|
| 9. Travel Reimbursement (vouchered reimbursable at current IRS rate)              | \$ <u>4,000</u> |
| 10. Continuing Education Allowance (vouchered)                                    | \$ <u>1,000</u> |
| 11. Books /Other Professional Expenses (vouchered reimbursable)                   | \$ <u>2,000</u> |
| 12. SECA (Social Security Offset) - typically 7.65% of Effective Salary (Line 7a) | \$ <u>6,273</u> |

**TOTAL TERMS OF CALL (lines 7a-12)** \$ 103,473

**Vacation 30 Days** (Time Period of at least 30 days, including 4 Sundays. Part-time Also receive 30 Days)

**Continuing Education Leave 14 Days** \_\_\_\_\_(Time Period of at least 14 days, including 2 Sundays)

**Spiritual Renewal One (1) Day per Quarter** \_\_\_\_\_(At least one day off per quarter, not including a Sunday)

**Family Medical Leave** - a minimum of 12 weeks paid family medical leave per G-2.0804

Minister Signature                     *Kristal Smith*                    

Clerk of Session Signature                     *Rev. Edward H. Blank*                    

**Please note: It is essential that these Terms of Call are reported to the Board of Pensions BY THE CHURCH representative. Please go to [www.benefitsconnect.pensions.org](http://www.benefitsconnect.pensions.org) to update the pastor's Terms of Call**

*Revised October 2024*