

PRESBYTERY OF ST. ANDREW

2016 Changes in Terms of Call for Installed Pastoral Positions (with Presbytery Minimums)

Minister's Name: _____

Church Name / Location: _____

Effective Date of New Terms: _____ Congregational Meeting Date: _____

Signatures:

Moderator of the Congregation

Clerk of Session

	<i>2016 Presbytery Minimum</i>	<i>Old terms</i>	<i>New Terms</i>
A. Compensation			
1. Cash Salary	\$ 23,310	_____	_____
2. a) Housing/Utilities (min. housing if no manse)	8,240	_____	_____
b) Free Use of Manse (30% of Lines 1 and 2a for BoP Calculations)			
3. ½ Social Security Reimbursement (.0765 X total of items 1 and 2)	2,414	_____	_____
B. Professional Allowances and Reimbursed Expenses			
1. Travel	3,200	_____	_____
2. Continuing Education / Books (accum. up to 3 yrs)	300	_____	_____
3. Pastor / Spouse Retreat	300	_____	_____
4. Vacation	4 weeks	_____	_____
5. Study Leave	2 weeks	_____	_____
6. Pastor / Spouse Retreat Leave	1 weekend	_____	_____
7. Other: _____		_____	_____
C. Benefits			
1. Board of Pensions (% of Effective Salary)	14,566*	_____	_____
2. Additional Insurance		_____	_____
3. Additional Deferred Compensation		_____	_____
4. Other: _____		_____	_____
Total Compensation:	\$ 52,330	_____	_____

**This figures assumes Member + Family coverage, and is calculated via the "dues calculator" on the Board of Pensions website: www.pensions.org The Board uses a percentage of "Effective Salary" (salary plus housing) for calculating dues, and there is also a "minimum dues participation" for the medical plan portion.*