

2021
TERMS OF CALL WORKSHEET
PASTORAL COMPENSATION

A SALARY

A1 Base Salary
(Presbytery Minimum \$26,712) \$ _____

A2 Experience Factor -
\$250 per year up to 10 years \$ _____

A3 Total Base Salary
(Lines A1 & A2) \$ _____

A4 Deferred Compensation, IRA, Annuities,
Other Non-Reimbursable Allowances (*Do not
include expenses reimbursed w/vouchers*) \$ _____

A5 Total Salary (Lines A3 + A4) \$ _____

B HOUSING

B1 Utilities Allowance \$ _____
(This is an optional allowance)

B2 Housing Allowance - (When manse is not
provided, churches are urged to provide
adequate allowance.) (Presbytery Minimum \$8,014) \$ _____

OR

OR

B3 Manse Equivalent - 30% of total salary (A5) **plus**
any other allowances if provided for housing (B1).
When manse is provided, this is not a cash payment,
but a manse equivalent for determining Pension Dues.
(Lines A5 + B1 x .30) \$ _____

B4 Total Housing (B1 + B3 or B1 + B2) \$ _____

C EFFECTIVE SALARY

C1 Total Salary & Housing (A5 + B4) \$ _____

