

MAUMEE VALLEY PRESBYTERY
MINIMUM TERMS OF CALL FOR 2018
FOR FULLTIME INSTALLED CLERGY SERVING CHURCHES

On November 14, 2017 the Committee on Ministry will be recommending to presbytery for approval a 2% equity increase on total effective salary for minimum terms of call for full-time installed pastors for 2018.

A model for 2018 terms of call for a full time installed pastor at minimum is found below.

HOWEVER, each individual congregation/Session is urged to log into Benefits Connect with your user number to further refine the cost to your congregation in light of what benefits you are offering to your employees.

Installed Pastor	
Total Effective Salary	\$46,143.98
Includes Cash +Housing allowance or Manse value +Other Compensation such as retirement savings, down-payments on housing, equity allowances, flexible spending accounts, furnishings allowances, Interest free loans, and employer contribution to SECA . Does not include the utility allowance if the member lives in a manse and the utilities are in the name of the employing organization. (NOTE: Total effective Salary is not the same as taxable salary reported to the IRS or to the Social Security administration.)	
Health Dues in Pastor's Participation Plan	\$11,536.00
(Based upon 25% of total effective salary for pastor and family)	
Pension (11% of total effective salary)	\$ 5,075.84
D&D Dues	\$ 461.44
(Based upon 1% of total effective salary)	
Reimbursable (which would include)	\$ 3,000.00
Professional Travel (Vouchered @ 2017 IRS mileage rate which was .535 a mile (2018 rate has not yet been advised)	
Professional Expenses (for work related expenses)	
Technology Re-imbusement (for such things as cell phone reimbursement, Computer purchases, wifi connections for computers and cell phone, etc)	
Continuing Education	\$ 850.00
TOTAL MINIMUM TERMS OF CALL	\$67,067.26

Vacation: 4 weeks including 4 Sundays Continuing Education: 2 weeks including 2 Sundays

If the employer provides actual housing/manse as part of the member's compensation without charging the member, the employer must report it to the Board of Pensions as part of the member's effective salary. The reported amount **must be at least 30% of all other compensation** that is included in effective salary. When a manse is provided, typically the church pays all utilities directly to the companies.