

SALARY		Foothills Presbytery Requirements	Solo Pastor Example
1	Annual Cash Salary		\$ 22,447
2	Housing Allowance (including Utilities, Furnishings)	Required Adequate (must equal at least 30% of Cash Salary)	\$ 24,000
3	SECA Allowance (in excess on 50% of SECA obligation)	Required (Salary + Housing x 7.65%)	\$ 3,553
4	Deferred Compensation (employer contributions to 403(b)(9) plans, tax-sheltered annuity plans and equity allowances)	negotiable	\$ -
5	Manse Equity Allowance	negotiable	\$ -
6	Other		\$ -
7	Bonus (for the year in which bonus is paid)	negotiable	\$ -
8	**Value of Housing provided (30% of lines 1-7. This line to be used by ministers living in manses.	Required in case of manse being provided	\$ -
9	TOTAL EFFECTIVE SALARY (lines 1-8)		\$ 50,000
BENEFITS			
10	For 2018 37% of effective salary (\$44,000 min. salary)	Required	\$ 18,500
11	Dental	negotiable	\$ -
12	SECA (SECA obligation)	Required (Salary + Housing x 7.65%)	\$ 3,553
13	Sabbatical Installment (church fund setting aside amounts to pay for sabbatical when it arrives years later)	negotiable	\$ -
14	Other (specify)	negotiable	\$ -
15	TOTAL BENEFITS		\$ 22,053
REIMBURSABLE PROFESSIONAL EXPENSES			
16	Continuing Education	Required	\$ 1,000
17	Books	negotiable	\$ -
18	Business & Professional Expenses	negotiable	\$ -
19	Travel (IRS employee rate \$.xx/mile)	Required	\$ 3,000
20	Moving Expenses	Required Actual	\$ -
21	TOTAL REIMBURSABLE PROFESSIONAL EXPENSES		\$ 4,000

Name of Church _____

Compensation for the period
beginning ____/____/____

Name of Teaching Elder _____

**Solo
Pastor
Example**

OTHER BENEFITS

22	Vacation (Specify # of days, including # of Sundays)	Required Minimum of 4 weeks	4 weeks
23	Continuing Education Leave (Specify # of days, including # of Sundays)	Required Minimum of 2 weeks	2 weeks
24	Sabbath Leave (Structure and Length of Time--Consult Foothills Presbytery Guidelines; Consult church policy)	negotiable	3 months
25	Sick Leave (Consult church personnel policy; ex: 1 day for every month worked, up to 90 days)	negotiable	Church personnel policy
26	Parental Leave (Consult Foothills Presbytery COM; Consult church personnel policy; ex: 6-8 weeks with 100% pay, additional time to be negotiated.)	negotiable	Foothills COM recommendations
27	TOTAL EFFECTIVE SALARY	(add line 9)	\$ 50,000
28	TOTAL BENEFITS	(add line 15)	\$ 22,053
29	TOTAL REIMBURSABLE PROFESSIONAL EXPENSES	(add line 21)	\$ 4,000
30	deduct Value of Housing provided	(subtract line 8)	\$ -

31 **TOTAL**** (sum of lines 27 + 28 + 29 - line 8) \$ 76,053

32 *Subtract out this value when calculating line 36 since the church owns the manse.)

33 **Do not include *Value of Housing provided in Total.

34 _____ Teaching Elder _____ Date

35 _____ Chair of Pastor Nominating Committee _____ Date

36 _____ Name of Church _____ Phone

37 _____ Street _____ City, SC _____ ZIP

38 These terms of call were approved changed by vote of the congregation on the following date:

39 _____ Clerk of Session _____ Date

Email to
wtempleton@foothillspresbytery.org

Or mail to
**Foothills Presbytery
2242 Woodruff Road
Simpsonville, SC 29681**

Received in Foothills _____
Date

_____ Initials of
Church Representative

_____ Initials of
Teaching Elder