

2008
TERMS OF CALL WORKSHEET

PASTORAL COMPENSATION

A SALARY

A1	Base Salary (Presbytery Minimum \$23,677 for new calls)	\$ _____
A2	Experience Factor - \$205 per year up to 10 years	\$ _____
A3	Total Base Salary (Lines A1 & A2)	\$ _____
A4	Deferred Compensation IRA, Annuities, Other	\$ _____
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.)	\$ _____
	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 <u>or</u> B1 + B2)	\$ _____

C EFFECTIVE SALARY

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