

2027 Minimum Terms of Call for Transitional Pastor's Participation

The Commission on Ministry will recommend a 3% cost of living increase at the October 22 Presbytery Meeting. This sample reflects the 3% increase.

With Manse (Base Cash Salary with a Manse-\$37,986)	
1. Annual Cash Salary + Utilities Allowance + Other Applicable Income	37,986
2. Manse Value (Manse value is based upon a minimum of 30% of the total effective salary. Annual cash salary + Utilities Allowance + Other Applicable Income+ Equity Escrow)	11,756
3. Shared House Equity Escrow	1,200
Total Effective Salary	50,942
4. Social Security Offset (7.65% of Effective Salary)	3,897
5. Board of Pensions-Transitional Pastor's Participation 52.25% of Effective Salary	26,617
6. Moving Expense	
7. Continuing Education Expense	1,200
8. Vacation	Four Weeks
9. Continuing Education	Two Weeks
10. Travel Expenses-mileage reimbursed at IRS business mile rate	
11. Family Leave-12 weeks family leave upon the birth or adoption of a child.	
Total	82,656

Without Manse (Base Cash Salary-\$52,090)	
1. Annual Cash Salary + Housing + Other Applicable Income (The amount designated for the housing allowance may not exceed the fair rental value of the home plus furnishings and utilities)	52,090
2. Social Security Offset (7.65% of Effective Salary including housing, utilities allowance, other applicable income)	3,985
3. Board of Pensions-Transitional Pastor's Participation 52.25% of Effective Salary	27,217
4. Moving Expense	
5. Continuing Education Expense	1,200
6. Vacation	Four Weeks
7. Continuing Education	Two Weeks
8. Travel Expenses-mileage reimbursed at IRS business mile rate	
9. Family Leave-12 weeks family leave upon the birth or adoption of a child.	
Total	84,492