

**MACKINAC PRESBYTERY
REPORT OF CHANGES OF TERMS OF CALL FOR PASTOR
2019**

CHURCH _____ DATE _____

Membership _____ Average attendance _____

MINISTER _____ Year of Installation _____

Presbytery's full time minimum salary for 2019 is \$45,512 which includes cash salary and housing allowance and/or manse.

Check all that apply:

Pastor Associate Pastor Designated Pastor Designated Associate Pastor
 Interim Interim Associate Temporary Relationship
 Other type of ministry _____

Installed pastors of a congregation must participate in the Pension Plan (Book of Order, G-2.0804).

Service: Full-time (35 hours or more) Part-time (20-34 hours) #of hours _____

INCLUDED IN EFFECTIVE SALARY:

2019

1. \$ _____ Annual cash salary
2. \$ _____ Housing allowance
3. \$ _____ Utility and furnishing allowances
4. \$ _____ Deferred Compensation
5. \$ _____ Bonuses, unvouchered allowances including car, gifts from employer
6. \$ _____ Other allowances (e.g. medical deductibles, SECA allowance in excess of 50% of estimated obligation, etc.
7. \$ _____ Manse amount (must be at least 30% of lines 1 through 6).
Mark 0 if no manse.
8. \$ _____ **TOTAL EFFECTIVE SALARY (Sum of lines 1 through 7)**
9. \$ _____ **Benefits Plan Dues 2019**
Total of 37%
(11% for pension, 1% death and disability, 25% for medical coverage)

NOT INCLUDED IN EFFECTIVE SALARY

10. Accountable reimbursement plan (vouchered business expenses):
 - \$ _____ a. Continuing education reimbursements
 - \$ _____ b. Automobile expenses. Check one:
 per vouchered mile using IRS allowable deductible
 Church owned car with full expenses
 11. \$ _____ c. Business and professional expenses
 12. \$ _____ SECA Tax allowance (only up to 50% of estimated obligations)
 13. \$ _____ Group plan for medical deductible, co-insurance & dental premiums
 14. \$ _____ Other vouchered allowances

OTHER

2019

Vacation (Minimum 4 weeks including 4 Sundays) _____ weeks
Study Leave (Minimum 2 weeks including 2 Sundays) _____ weeks

How many Study Leave Days were taken in 2018 _____ days

Sabbatical year of eligibility: 20__

Length of sabbatical: _____

The Church Session has prepared and adopted the budget (G-3.0205) and has reviewed the adequacy of the pastor's compensation; the Congregation has approved the Pastor's Terms of Call (G-1.0503c) and reported them to the Presbytery for approval (G-2.0804).

The above terms were reviewed with the minister, by the Personnel Committee and/or the Session on _____, and are being proposed or were approved at the meeting of the congregation on _____.

These Terms of Call meet with the AA/EEO regulations.

Any changes in the Terms of Call MUST have the approval of the congregation, the minister and the Presbytery. Those not officially adopted at the time of this report, will require subsequent validation or report.

The effective date of all changes: _____

Signatures: Clerk of Session _____

Pastor _____

Please return one copy of this form to the Moderator of the Committee on Ministry:

**Chair, Committee on Ministry
Presbytery of Mackinac
2206 Mitchell Park – Suite 15
Petoskey, MI 49770**

For Office Use Only	
Date Received into Presbytery	_____
Date Began Work	_____
Date of Presbytery Action	_____
Presbytery Received From	_____