

SALARY		Foothills Presbytery Requirements	Assoc Pastor Example
1	Annual Cash Salary		\$ 17,802
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%)	\$ 3,198
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)		\$ 45,000
BENEFITS			
10	For 2021 37% of effective salary (\$44,000 min. salary)	Required (Total Effective Salary x 36.5%)	\$ 16,650
11	Dental	negotiable	\$ -
12	SECA (SECA obligation)	Required (Salary + Housing x 7.65%)	\$ 3,198
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		\$ 19,848
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

____ Initials of
Church Representative

____ Initials of
Teaching Elder

**Assoc
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)	\$ 45,000
28	TOTAL BENEFITS	(add line 15)	\$ 19,848
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)	\$ 68,848
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