

REPORT ON COMPENSATION
INSTALLED INCLUDING NO DESIGNATION OR DESIGNATED PASTORS
Presbytery of Miami Valley - Year ____

City/Location _____ Church _____

Pastor _____

If Designated, number of years _____ Start Date _____

If Part-time, number of hours _____

	PREVIOUS YEAR _____	CURRENT YEAR _____
Annual Cash Salary	\$ _____	\$ _____
Housing/Utility Allowance	\$ _____	\$ _____
Free Use of Manse	yes / no	yes / no
If yes – not less than 30% of above	\$ _____	\$ _____
Medical Supplement Reimb.	\$ _____	\$ _____
SECA ¹ (portion <u>more than 50%</u>)	\$ _____	\$ _____
Deferred Income	\$ _____	\$ _____

(Annuity, Life Insurance, IRA, 403b, retirement savings, dental insurance, etc.)

Other (please specify):

_____ \$ _____ \$ _____

EFFECTIVE SALARY² (total above) \$ _____ \$ _____

ESTIMATED PENSION/MEDICAL DUES \$ _____ \$ _____

BoP³ Estimated Pension/Medical Dues

Pension/Disability (10%) \$ _____ \$ _____

Health Insurance for: Pastor (19.75%) \$ _____ \$ _____

Spouse \$ _____ \$ _____

Children \$ _____ \$ _____

Family \$ _____ \$ _____

If not covering health insurance for family please note the other source for health insurance for this pastor's family:

SECA¹ (portion up to 50%) \$ _____ \$ _____

REIMBURSABLE EXPENSES (NEED TO SHOW AS ITEMIZED FOR COM PURPOSES)

Travel (auto @ IRS rate up to this amount) \$ _____ \$ _____

Continuing Ed. (min. \$1750 for 2027) \$ _____ \$ _____

(required: must meet entire presbytery minimum including part-time work - \$1750 for 2027)

Professional Expenses/Books \$ _____ \$ _____

Other (please specify): \$ _____ \$ _____

TOTAL PACKAGE \$ _____ \$ _____

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) ____ weeks (including ____ Sundays)

Study leave (minimum of 2 weeks) ____ weeks (including ____ Sundays); cumulative to ____ weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

Other _____

A provision for a minimum of twelve (12) weeks paid family medical leave per the Book of Order G-2.0804 is included in these terms of call. _____

The above terms were approved by the Congregation at its meeting on (date)_____

Clerk of Session

Date Signed

NOTES:

1. SECA: Self-Employment Contributions Act (15.3%) this is in place of FICA (Federal Insurance Contributions Act). Pastors are considered self-employed. Employers may elect to pay up to 50% or 7.65%. If an employer pays more than 50%, it must report that as part of the effective salary to the Board of Pensions and it is considered taxable income.
2. Presbytery of the Miami Valley minimum effective salary for 2027 is **\$59,927**.
3. Board of Pensions – offers a variety of opportunities for pension, disability, life insurance, vision, dental, health insurance. Please see pensions.org for more information. For installed positions 10% of effective salary for pension, disability, and 19.75% for health/medical insurance are required by the Book of Order G-2.0804.