

## 2025 Annual Salary & Benefits Update Form

For the Rev. \_\_\_\_\_ of \_\_\_\_\_ Presbyterian Church

Records show the factor for this position is \_\_\_\_\_ and that the position is \_\_\_\_\_ % time.  
 If this is not correct, please contact the chair of the Commission on Ministry at [mbspeers@gmail.com](mailto:mbspeers@gmail.com).

The minimum full-time salary for this factor is \$ \_\_\_\_\_  
 The Base (Midpoint) salary for this factor is \$ \_\_\_\_\_  
 The Maximum salary for this factor is \$ \_\_\_\_\_



### Annual Salary Information

- 1 Annual cash salary (include unvouchered allowances,) \_\_\_\_\_
- 2 Housing, utility, and furnishing allowances \_\_\_\_\_
- 3 Church (if not matching) contributions to 403(b) annuity plans and equity allowance \_\_\_\_\_
- 4 Bonuses, overtime pay, gifts from employer \_\_\_\_\_
- 5 SECA (reimbursements in excess of 50% of SECA obligation on line 11) \_\_\_\_\_
- 6 Other allowances including medical reimbursements NOT made through a Flexible Spending Account (FSA), dental and life insurance benefits over and above the life insurance provided automatically through the Board of Pensions. \_\_\_\_\_
- 7 Manse amount (must be at least 30% of lines 1-5 for those residing in a manse) \_\_\_\_\_
- 8 Total effective salary\* (lines 1-7) Board of Pension Dues are computed on this. \_\_\_\_\_  
 \* See Understanding Effective Salary booklet for more information

### In addition, the church has agreed to pay the following, not included in effective salary:

- 9 **Congregational Pastors Package:** Board of Pensions Medical and Pension Dues for pastor (26% of line 8) \_\_\_\_\_  
 + Pastor Family Medical benefits in addition to pastor's package (optional): \_\_\_\_\_
- 9a Family coverage (spouse and children) \$20,600, *or* \_\_\_\_\_
- 9b Spouse only medical coverage \$11,000, *or* \_\_\_\_\_
- 9c Children only medical coverage \$8,950 \_\_\_\_\_
- OR -
- 10 **Transitional coverage:** Pension plus medical coverage for pastor, spouse & children (ends 2028)(43% of line 8: 10% of ES for pension dues and 33% for full family medical coverage) \_\_\_\_\_

- 11 7.65% SECA (required) (subtract lines 3 & 6 from 8 and then multiply by .0765) \_\_\_\_\_
- 12 Professional Development, Study Leave, Books, etc. (must be vouchered; at least \$1,000) \_\_\_\_\_
- 13 Professional Expenses (Eg, Vestments, business meals; must be vouchered) \_\_\_\_\_
- 14 Automobile Mileage (must be vouchered, at current IRS rate) \_\_\_\_\_
- 15 Matching Grant to 403(b) plan \_\_\_\_\_
- 16 Other (specify) \_\_\_\_\_
- 17 Total additional payments (lines 9-16) \_\_\_\_\_
- 18 **Total Cost** (lines 8+17) \_\_\_\_\_

\_\_\_\_ Consent to the Presbytery's policy on administrative leave (*mandatory if installed after 11/10/2018*)  
<https://baltimorepresbytery.org/wp-content/uploads/AdministrativeLeavePolicy.pdf>

\_\_\_\_ Consent to abide by the mandatory boundary and dismantling racism training  
<https://baltimorepresbytery.org/wp-content/uploads/Dismantling-Racism.pdf>

### **Other Benefits**

1. Sick leave and family medical leave in accord with the Presbytery's Policy on Pastoral Compensation and Book of Order G-2.0804.
2. Study leave: \_\_\_\_\_ weeks annually, to be taken within the year, with timing and subject to be cleared with the session. No compensation will be granted for unused study leave or allowance at the end of the contract.
3. Vacation: \_\_\_\_\_ weeks annually, to be scheduled in consultation with the session. It is expected that vacation will be taken in the year in which it is earned and will not be carried over unless another arrangement is expressly approved by the session in advance.
4. Optional. Additional Sundays off: \_\_\_\_\_ Calls and Contracts that are  $\frac{3}{4}$  time are encouraged to include an additional four Sundays off a year. Those that are  $\frac{1}{2}$  time are encouraged to grant a total of 8 additional Sundays off. In both cases, these Sundays off are in addition to vacation and continuing education. This is an item that is negotiated between the session and the pastor but not a requirement of the Presbytery of Baltimore.
5. Moving Expenses: \_\_\_\_\_ (must be vouchered, up to specific amount)