2026 Annual Salary & Benefits Update Form

For the Rev of		Presbyterian Church	
	ords show the factor for this position is and this is not correct, please contact the chair of the Commission		n.
	The minimum full-time salary for this factor is The Base (Midpoint) salary for this factor is The Maximum salary for this factor is	\$ \$ \$	PRESS OF BANKINGE
Anr	nual Salary Information		
1 A	Annual cash salary (include unvouchered allowances)	
	Housing, utility, and furnishing allowances		
_	Church (if not matching) contributions to 403(b) ann	uity plans and equity allowance	
_	Bonuses, overtime pay, gifts from employer		
_	SECA (reimbursements in excess of 50% of SECA obligation on line 11)		
6 S ii	Other allowances including medical reimbursements Spending Account (FSA), dental and life insurance be insurance provided automatically through the Board Manse amount (must be at least 30% of lines 1-6 for the Cotal effective salary* (lines 1-7) Board of Pension During Cotal effective salary.	nefits over and above the life of Pensions. Chose residing in a manse ues are computed on this.	
	See Understanding Effective Salary booklet for more inform		
In a	ddition, the church has agreed to pay the followi	ng, not included in effective s	alary:
9 9a 9b 9c 10	Congregational Pastors Package: Board of Pension pastor (27.5% of line 8) + Pastor Family Medical benefits in addition to past Family coverage (spouse and children) \$22,200, or Spouse only medical coverage \$12,250, or Children only medical coverage \$9,950 - OR - Transitional coverage: Pension plus medical coverage (ends 2028)(47% of line 8: 10% of ES for pension dues and coverage)	or's package (optional): r rage for pastor, spouse & childr	
11 12 13 14 15	7.65% SECA (required) (subtract lines 3 & 6 from 8 Professional Development, Study Leave, Books, etc. \$1,000) Professional Expenses (Eg, Vestments, business me Automobile Mileage (must be vouchered, at current Matching Grant to 403(b) plan	(must be vouchered; at least	

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			
	ick leave and family medical leave in accord with the Presbytery's Policy on Pastoral Compensation and Book of Order G-2.0804.		
(tudy 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.		
t	acation: 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.		
i	Optional. Additional Sundays off: Calls and Contracts that are ¾ time are encouraged to nclude an additional four Sundays off a year. Those that are ½ 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. M	Noving Expenses: (must be vouchered, up to specific amount)		

Please complete this form by February 28, 2026 and send to fscott@baltimorepresbytery.org