2027 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 mgaut@baltimorepresbytery.org.

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 _____
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. Manse amount (must be at least 30% of lines 1-5 for those residing in a manse _____
7. Total effective salary* (lines 1-6) 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:

8. Congregational Pastors Package: Board of Pensions Medical and Pension Dues for pastor (29.75% of line 7. Minimum $7,500 maximum $21,200) _____

Optional:

8a. Family coverage (spouse and children) $22,200, or _____
8b. Spouse only medical coverage $12,250, or _____
8c. Children only medical coverage $9,950 _____
8d. Other church paid insurance (dental, vision, life) _____

- OR -

9. **Transitional coverage:** Pension plus medical coverage for pastor, spouse & children (ends 2029)(42.5% of line 8: 10% of ES for pension dues and 32.5% for full family medical coverage. Minimum $21,600 maximum $57,700) _____

10. 7.65% SECA (required) (subtract line 3 from line 7 and then multiply by .0765) _____
11. Professional Development, Study Leave, Books, etc. (must be vouchered; at least $1,000) _____
12. Professional Expenses (Eg, Vestments, business meals; must be vouchered) _____
13. Automobile Mileage (must be vouchered, at current IRS rate) _____
14. Matching Grant to 403(b) plan _____
15. Other (specify) _____ _____
16. Total additional payments (lines 8-15) _____
17. **Total Cost** (lines 7+16) _____

_____ Consent to the Presbytery's policy on administrative leave (mandatory if installed after 11/10/18)
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: _____ (at least 2 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: _____ (at least 4 full weeks, including Sunday) 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.

Please complete this form by February 28, 2027
and send to fscott@baltimorepresbytery.org