ANNUAL REPORT FOR PASTORAL TERMS OF CALL FOR 2022

The Presbytery of Baltimore, Presbyterian Church (USA)

Report for the Rev. _____of the _____ Presbyterian Church

The Presbytery's records show that the factor for this position is ____ and that the position is ____% time.
If this is not correct, please contact the secretary of the Commission on Ministry at cgblacka@verizon.net.

The Minimum full-time salary for this factor is
The Base (Midpoint) salary for this factor is
The Maximum salary for this factor is

The Presbytery Compensation Policy requires that the effective salary (Line 8 below) for this position be at least the minimum salary shown and not more than the maximum. If this is not the case, please contact the Commission on Ministry. Churches are encouraged to bring clergy remuneration to the midpoint within five years.

Your church administrator must submit salary changes to the Board of Pensions at https://logon.pensions.org/ within 30 days of any change.

We request that you send this completed form by **February 1, 2022 to** fscott@baltimorepresbytery.org. If you have questions, please contact the chair of the Committee on Ministry, Matthew Glasgow (785-210-6383 or email at fpcw.pastor@gmail.com).

Annual Salary Information	Express in U.S. dollars. Please enter zero if not applicable
1. Annual cash salary (include unvouchered allowances, vacation pay)	$_____
2. Housing, utility and furnishings allowances	$_____
3. Church (if not matching) contributions to 403(b) annuity plans and equity allowance	$_____
4. Bonuses, gifts from employer	$_____
5. SECA (reimbursements in excess of 50% of SECA obligation on line 11)	$_____
6. Other allowances not incl. on lines 1-5 such as medical reimbursements, dental and life Ins. benefits over and above the coverage provided automatically through the BOP.	$_____
7. Manse amount (must be at least 30% of Lines 1-6 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 for more information*	
In addition, the church has agreed to pay the following, not included in effective salary:	
9. Board of Pensions Medical and Pension Dues (37% of line 8)	$ _____
10. Professional Development, Study Leave, Books, etc. (must be vouchered, at least $1,000)	$ _____
11. 7.65% SECA offset (required) (subtract lines 3 & 6 from 8 and then multiply by .0765)	$ _____
12. Professional expenses (E.g., Vestments, business meals – must be vouchered)	$ _____
13. Automobile mileage (vouchered, current IRS rate)	$ _____
14. Other (Specify) _____	$ _____
15. Total additional payments (lines 9-14)	$ _____
16. Study Leave _____ weeks (at least 2) and Vacation _____ (at least 4 full weeks including 4 Sundays)	
17. *The congregation and pastor approved adherence to the Policy on Administrative Leave at the time of the original call OR _____. The congregation and pastor approved adherence to the Policy on Administrative Leave at a congregational meeting on _____ (date)* We request that pastors and churches who are not currently required to abide by this policy do so voluntarily.	
18. Sabbatical (optional) Ex: 3 months in 6th year, serve minimum 1 additional year _____	

The Pastor and Congregation agree to abide by the Book of Order (D 10.0106) and the Presbytery's Sexual Misconduct Policy and its Procedures which permit the Presbytery through its committees to put a minister on administrative leave upon receipt of allegations of sexual misconduct or for failure to participate in the mandated education on the Presbytery's Sexual Misconduct Policy within the first year of the call and every five years thereafter.

The pastor and congregations also agree to abide by the Presbytery's requirement for all pastors to complete the mandatory Dismantling Racism Training. The policy can be found on the Presbytery's website at: https://baltimorepresbytery.org/wp-content/uploads/DismantlingRacism.pdf

Form updated 10/14/2020