



ANNUAL COMPENSATION UPDATE FOR INSTALLED, INTERIM, & TEMPORARY SUPPLY FOR 2023

The Presbytery of Baltimore, Presbyterian Church (USA)

Report for the Rev. _____ of the _____ Presbyterian Church

The Congregation, the Minister, and the Presbytery agree upon a minister's annual compensation. 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 chair of the Commission on Ministry at 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 _____

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://www.pensions.org/> within 30 days of any change.

We request that you send this completed form by February 1, 2023 to fscott@baltimorepresbytery.org. If you have questions, please contact the chair of the Commission on Ministry, Mary Speers at mbspeers@gmail.com

Annual Salary Information Express in U.S. dollars. Please enter zero if not applicable

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|--|----------|
| 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:

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| 9. Board of Pensions Medical and Pension Dues (39% 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. Sabbatical (optional) Ex: 3 months in 6 th year, serve minimum 1 additional year | |

Pastors installed after November 10, 2018, are required to abide by the Presbytery's Administrative Leave Policy. Congregations and pastors may approve adherence to this policy at a congregational meeting. We ask that pastors and churches who are not currently required to abide by this policy do so voluntarily.

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>