**2019 TERMS OF CALL FORM**

**Associate Pastor**

**Presbytery of Milwaukee**

Pastor’s Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Ordination Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

City & Church\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Position is: Full-Time: 

Part-Time:  Hours / Week \_\_\_\_\_\_\_\_\_\_

A. **Effective Salary**

1. Cash Salary (12 month equivalent) $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2. Housing / Utilities Allowance or Manse Value $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3. Contributions to PCUSA Fidelity 403b or other retirement $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

4. Additional Compensation or Allowances (please specify below) $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Total Effective Salary for Board of Pensions** (summary of 1-4) $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

B. **BENEFITS (Paid by Congregation)**

1. Board of Pensions $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_

2. Supplemental Health (optional) $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_

3. SECA: Social Security Offset (optional) (50% or less) $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_

4. Other (specify) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_

5. Vacation **Minimum** of four weeks including four Sundays

5. Paid Sick Leave (up to 10 days for each year of service)

6. Please see Personnel Policies for Pastors at pbymilwaukee.org under Work of the Presbytery/COM for a complete list of the Presbytery’s Pastoral Policies and Minimums.

Initial Clerk of Session\_\_\_\_\_\_\_\_ Initial Pastor\_\_\_\_\_\_\_\_\_

**C. PROFESSIONAL REIMBURSABLE EXPENSES (Paid by Congregation**)

1. Auto Mileage Reimbursement up to $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2. Continuing Education (Minimum $2,000) $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3. Professional Expenses (Minimum $500) $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Salary will be paid (check one) \_\_\_ monthly; \_\_\_ twice a month on the \_\_\_\_\_ and \_\_\_\_\_\_; or\_\_\_\_\_\_ bi-weekly

All parties have read and agree to the Presbytery’s dissolution policy found at [www.pbymilwaukee.org](http://www.pbymilwaukee.org) COM documents. Initial Pastor\_\_\_\_\_\_\_\_\_ Initial Clerk\_\_\_\_\_\_\_\_\_\_

These terms of call were approved at a properly called and executed Congregational Meeting on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

Minister \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Clerk of Session\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

COM Moderator \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

“By action of the presbytery, this relationship was recorded in the rolls and records of the Presbytery and the General Assembly.”

Stated Clerk (or Associate Stated Clerk) Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_