**2020 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

(If greater, please specify here\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_)

6. Continuing Education minimum of 2 weeks

(If greater, please specify here\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_)

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

**8. 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 $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3. Professional Expenses $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_