

**Minimum Terms of Call for 2012  
Adopted by Presbytery on September 27, 2011**

**Note: Pastors are to report to the Board of Pensions** any changes in the Total Effective Salary within 30 days after the change (normally by January 31<sup>st</sup>) on the Board's form ENR-111.

**Also Note:** The Board of Pensions' medical insurance dues increase by 0.75% for 2012. This increase affects all installed pastors and other pastors for whom Benefits Plan Dues are paid. See Line 9 below.

**Note:** Amounts in Lines 1-5 can be adjusted as long as Line 7 does not go below the minimum.

	<b>Manse</b>	<b>No Manse</b>
1. Cash salary (including <i>employee</i> contributions to 403(b)(9) plans, tax-sheltered annuities, salary reduction contributions to flexible health spending accounts and cafeteria plans).	\$31,365	\$31,365
2. Cash housing, utility and furnishings allowance. (for manse, see line 7)	\$0.00	\$11,410 <sup>1</sup> .
3. Church contributions to 403(b)(9) plans, tax-sheltered annuities, and equity allowances	optional	optional
4. Bonuses, unvouchered expenses (including travel), gifts from church, etc.	optional	optional
5. Other allowances (all other compensation not in Lines 1-4, including insurance premiums for additional insurance coverage for individual employees, Self-Employment (Social Security) Tax allowance in excess of 50% of estimated tax, etc.)	optional	optional
6. Manse amount (non-cash) – at least 30% of Lines 1-5 if living in a manse	<u>\$9,410</u>	<u>\$0.00</u>
<b>7. Total Effective Salary (sum of Lines 1-6)</b>	<b>\$40,775</b>	<b>\$42,775</b>

**The Following Items are not included in Total Effective Salary  
but are still REQUIRED in all Terms of Call**

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|---|----------|----------|
| 9. Benefits Plan Dues (32.25% of Line 7) <sup>2</sup>   | \$13,150 | \$13,795 |
| 10. Self-Employment (Social Security) Tax Allowance of 7.65% of actual individual "net self-employment earnings" <sup>3</sup> (usually at least cash salary, housing, utilities), but never more than 50% of estimated tax obligation, for pastors who are part of the Social Security program. On a call at the minimum terms (manse or no manse), this will be about \$3,272. Actual allowance will increase as terms of call increase. |          |          |
| 11. Accountable reimbursement plans (vouchered church business expenses):   |          |          |
| a. \$1,200 - Continuing education allowance (can accumulate up to three years).   |          |          |
| b. Mileage allowance – use of personal automobile reimbursed at the IRS-allowed rate (\$0.555 for 2011), plus other appropriate transportation expenses.  |          |          |
| c. Business and professional expense allowances (specify each allowance by name and amount, i.e. books and subscriptions, computer and Internet, professional expenses).  |          |          |
| 12. Other vouchered allowances (specify each allowance by name and amount).   |          |          |
| 13. Spiritual retreat time: one week including one Sunday.  |          |          |
| 14. Vacation time: one month including four Sundays.  |          |          |
| 15. Continuing education time: two weeks including two Sundays (can accumulate up to three years).  |          |          |
| 16. Moving allowance (for installed pastors): actual moving expenses at beginning of a new call.  |          |          |

See the Board of Pensions' booklet *Understanding Effective Salary* for other info.: [www.pensions.org](http://www.pensions.org).

Benefits Plan Dues for the Board of Pensions are based on the following percentages of a pastor's Total Effective Salary (Line 7 above):

Medical insurance	20.25%
Retirement	11%
Death Benefits	<u>1%</u>
Total	32.25%

<sup>1</sup> An estimate, and includes \$2,000 for utilities allowance.

<sup>2</sup> Actual Benefits Plan Dues will depend on how a pastor's Terms of Call are reported. Churches may pay more if incorrectly reporting Terms of Call. See *Understanding Effective Salary*. [www.pensions.org](http://www.pensions.org).

<sup>3</sup> Net self-employment earnings generally include cash salary, plus rental value of manse (including utilities paid by church) or cash housing allowance, self-employment tax allowance, less church contributions and some personal contributions to a tax-sheltered annuity plan. See your tax advisor for your personal computation.