

PASTORAL CALL
(For Pastor or Associate Pastor)

The _____ Presbyterian Church (U.S.A.) of _____ Virginia, belonging to the Presbytery of Eastern Virginia (PIN 150/190) being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you,

to undertake the office of _____ of this congregation, effective _____, promising you in the discharge of your duty all proper support, encouragement and allegiance in the Lord.

That you may be free to devote yourself full-time (part-time) to the ministry of the Word among us, we promise and obligate ourselves to provide you the following:

1. a. Cash Salary of \$ _____ annually, of which \$ _____ is designated for housing, utilities, furnishings and appurtenances.
- b. Free use of a manse.
- c. Utilities for manse provided (except personal long distance phone calls).
2. A salary supplement equal to _____% of Social Security Self-employment tax.
3. Paid vacation of _____ weeks/month.
4. Reimbursement of Professional Expenses for Automobile Expenses, Books, and other Professional Expenses of up to \$ _____ when substantiated to the Church Treasurer or person designated by the Session.
5. Annual Study leave with pay of _____ weeks with accumulation of up to three years allowed.
6. Continuing Education Allowance of up to \$ _____ with accumulation of up to three years allowed.
7. Sabbatical Leave in accordance with established Presbytery policy.
8. Minister's Sabbath Policy in accordance with established Presbytery policy.
9. Parental Leave in accordance with established Presbytery policy.
10. Holidays and Sick Leave in accordance with established Presbytery policy.
11. Moving Expenses to the field.
12. Regular payment in advance to the board responsible for benefits a sum equal to that requisite percent of your salary which may be fixed by the General Assembly of the Presbyterian Church (U.S.A.) for participation in the Benefits Plan of the Presbyterian Church (U.S.A.), including both pension and medical coverage, or any successor plan approved by the General Assembly, during the time of your being and continuing in the pastoral relationship set forth in this call to this church.
13. We further promise and obligate ourselves to annually review these Terms of Call and the Covenant with an evaluation of the mutual achievement of mission goals by minister and session as to their adequacy with serious consideration given to the current adjusted median family income.
14. In addition, we promise to provide: (if nothing added state "None")

In testimony whereof, we have subscribed our names this _____ day of _____ A.D. _____

The Pastor Nominating Committee has provided for consideration of candidates without regard to race, ethnic origin, sex, marital status, age or disabilities. (Book of Order G-14.0502b.)

_____ Yes _____ No

