

New Installed Pastor's Compensation Worksheet - 2023

MANSE CALLS

Calls beginning before 10/15, use current year compensation guidelines

Calls beginning on or after 10/15 use compensation guidelines for the upcoming year

Please fill out the compensation information according to the instructions.

Signed copies are to be returned to the Presbytery of New Harmony, attn: Committee on Ministry,
 Electronic: office@newharmoniypres.org Hard Copy: 2352 Presbyterian Road; Florence, SC 29501

Financial Terms of Call are approved by the COM prior to the calling of a congregational meeting. The Session will only be consulted to determine the maximum threshold for the compensation package.

Church Name: _____

Minister's Name: _____

Minister's Title

Pastor Associate Pastor Designated Pastor Co-Pastor other: _____

This Call is: full-time half-time other: _____

The Minister has been ordained for _____ years

Date the Minister will began serving in this call: _____

	Salary & Benefits	Annual Amount
1.	Annual Cash Salary	\$
2.	Manse (fair rental value, must be at least 30% of cash salary)	\$
3.	Utilities (In Churches name, paid directly by church)	\$
4.	Utilities (In Ministers name, reimbursed by church)	\$
5.	Insurance Premiums (Beyond BoP Pastor's Participation - paid by church)	\$
6.	Deferred Income (employer contribution to retirement savings, etc.)	\$
7.	Other Applicable Income (please explain)	\$
8.	Effective Salary (ES) Minimum \$45,215	\$
9.	SECA Tax Reimbursement (7.65% of #8) - Minimum 50% (or 7.65% of ES)	\$
10.	Accountable Reimbursement (Mileage, Continuing Education, Professional Expenses); Minimum \$7,650	\$
11.	Board of Pensions Dues (39% of 1,2,4,5,6, & 7) omit #3	\$
12.	Total Compensation Package	\$
13.	Moving Expenses (paid / reimbursed by church)	\$
14.	Weeks of Paid Vacation Leave	
15.	Weeks of Paid Continuing Education Leave	
16.	We approve the Presbytery recommendation of granting a 3 month sabbatical period to the Pastor during each 7 th year of ministry.	Yes/ No

Signatures:

_____ **Pastor**

_____ **PNC Chair**

Instructions, Information, and Definitions for Completing this Form:

1. Annual Cash Salary – The cash salary paid to the Minister
2. Manse – This amount should reflect the fair rental value of the manse. The amount must be at least 30% of the cash salary.
3. Utilities – Please include the annual amounts of utilities that are in the name of the church and paid directly by the church.
4. Utilities – Please include the annual amount of utilities that are in the minister's name for which the minister receives reimbursement or a regular allowance.
5. If the church is paying directly for optional benefits from the Board of Pensions (dental, life insurance, vision, etc.) please include the amount. If the Pastor has elected to pay for these benefits as a deduction from salary, DO NOT include the amount.
6. If the church is making an EMPLOYER contribution to an annuity or retirement savings account, indicate the amount. If the Pastor is designating an amount to be withheld from salary as a contribution, DO NOT include the amount.
7. Other form of applicable income that should be reported: bonuses, gifts, unvouchered Allowances (payments to cover gym memberships, cell phones, etc. that are not reimbursed by receipt)
8. Effective Salary – Total of Items 1 – 7. This is used to calculate Board of Pension dues.
9. SECA Tax Reimbursement – Ministers are responsible for a social security tax that is calculated at a rate of 15.3% of effective salary. Churches are responsible for paying to the minister at least 7.65% of their effective salary.
10. Accountable Reimbursement – Please provide the budgeted amount for all vouchered expenses (mileage, continuing education, professional expenses, etc.). **Please note the Presbytery's minimum compensation guideline for this is \$7,650.** Qualified expenses are reimbursed upon submission of receipts within 60 days of incurring the expense.
11. Board of Pension Dues are calculated based upon the total effective salary reported in box 8. Complete dues information can be found at <http://www.pensions.org>. The basic formula for calculating dues for 2023 is as follows:

Medical dues for Pastor's Participation Program (Member + Family)

Full-time (35+ hours/week) = 27% of the minister's total effective salary (#8).

If total effective salary is under \$44,000, then medical dues = \$16,280

Part-time (under 35 hours/week) = Whichever is greater:1.

\$16,280 (25% of \$44,000)

2. 25% of Full-Time Equivalent Salary

Formula: Actual Salary x 35 divided by hours worked per week

Honorably Retired Ministers engaged in post-retirement service do not pay medical dues. However, Post-Retirement dues apply to Honorably Retired Ministers who serve 20 or more hours/week and are calculated at 12% of the minister's effective salary or on the basis for a minimum salary \$14,775 whichever is greater. (Board of Pensions, Administrative Rule 801)

For most calls installed calls Board of Pensions dues will be 39% of Effective Salary

****Utilities in the churches name paid directly by the church (#3 above) are subtracted from the Effective Salary in calculating Board of Pension dues (IRS Publication 517)****

12. Total Compensation (Cost to Church): Sum of #8 + #9, #10, and #11.
13. Moving Expenses – Churches are expected to pay reasonable moving costs based upon two estimates. If moving expenses were paid by the church, please indicate the amount paid. Note: Under the Tax Cuts and Jobs Act of 2017 any moving expenses paid by the church (whether as reimbursement or directly) must be reported as income on the minister's W-2.
14. Paid Vacation – write the number of weeks. *Presbytery minimum is 4 weeks, including 4 Sundays. Presbytery also recommends adding an additional week of vacation for every 15 years a minister has completed in ministry.*
15. Continuing Education - write the number of weeks. *Presbytery minimum is 2 weeks, including 2 Sundays.*
16. Sabbatical Leave – *The Presbytery recommends a minister be granted a 3 month sabbatical during each 7th year of service to a congregation.* If adherence to this policy is understood as part of the terms of call, please circle YES.