

2017  
TERMS OF CALL WORKSHEET

PASTORAL COMPENSATION

**A SALARY**

A1 Base Salary  
(Presbytery Minimum \$25,075) \$ \_\_\_\_\_

A2 Experience Factor -  
\$235 per year up to 10 years \$ \_\_\_\_\_

A3 Total Base Salary  
(Lines A1 & A2) \$ \_\_\_\_\_

A4 Deferred Compensation, IRA, Annuities,  
Other Non-Reimbursable Allowances (*Do not  
include expenses reimbursed w/vouchers*) \$ \_\_\_\_\_

A5 Total Salary (Lines A3 + A4) \$ \_\_\_\_\_

**B HOUSING**

B1 Utilities Allowance \$ \_\_\_\_\_  
(This is an optional allowance)

B2 Housing Allowance - (When manse is not  
provided, churches are urged to provide  
adequate allowance.) \$ \_\_\_\_\_

OR

OR

B3 Manse Equivalent - 30% of total salary (A5) **plus**  
any other allowances if provided for housing (B1).  
When manse is provided, this is not a cash payment,  
but a manse equivalent for determining Pension Dues.  
(Lines A5 + B1 x .30) \$ \_\_\_\_\_

B4 Total Housing (B1 + B3 or B1 + B2) \$ \_\_\_\_\_

**C EFFECTIVE SALARY**

C1 Total Salary & Housing (A5 + B4) \$ \_\_\_\_\_

