**Foothills Presbytery Committee on Ministry**

**Annual Terms of Call Report**

**Year: \_\_\_\_\_\_\_\_\_\_**

**Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Church/Organization: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**SALARY: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. Annual Cash Salary $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. Housing Allowance (including Utilities, Furnishings) $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. SECA Allowance (in excess of 50% of SECA Obligation) $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. Deferred Compensation (employer contributions to

403(b)(9) plans, tax sheltered annuity plans and equity

allowances) $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Manse Equity Allowance $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. Other $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. Bonus (for the year in which bonus is paid) $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. \*\*Value of Housing provided (30% of lines 1-7.

This line to be used by ministers living in manses.) $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. *TOTAL EFFECTIVE SALARY:* (lines 1-8) $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**BENEFITS:**

1. For 2018 37% of effective salary ($44,000 min. salary) $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. Dental $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. SECA (SECA Obligation) $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. Sabbatical Installment (church fund setting aside

amounts to pay for sabbatical when it arrives years later) $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Other (specify) $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. *TOTAL BENEFITS:*  $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**REIMBURSABLE PROFESSIONAL EXPENSES:**

1. Continuing Education $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. Books $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. Business & Professional Expenses $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. Travel (IRS employee rate $.xx/mile) $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
5. Moving Expenses $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. *TOTAL REIMBURSABLE PROFESSIONAL*

*EXPENSES:* $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**OTHER BENEFITS:**

1. Vacation (Specify # of days,

including # of Sundays) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Continuing Education Leave

(Specify # of days, including # of Sundays) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Sabbath Leave (Structure and Length of

Time—Consult Foothills Presbytery Guidelines;

Consult church policy) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Sick Leave (Consult church personnel policy;

ex. 1 day for every month worked, up to 90 days) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Parental Leave (Consult Foothills Presbytery

COM; Consult church personnel policy; ex. 6-8

weeks with 100% pay, additional time to be negotiated.) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**TOTAL OTHER BENEFITS** $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**TOTAL EFFECTIVE SALARY** $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**TOTAL BENEFITS** $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**TOTAL REIMBURSABLE PROFESSIONAL EXPENSES** $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Deduct Value of Housing Provided** $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Total\*\*** $ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\*\*Subtract out this value when calculating line 36 since the church owns the manse.

\*\*DO not include \*Value of Housing provided in Total