

2012 PASTOR'S TERMS OF CALL
Adequacy Review by Congregation

PROCESS

The *Book of Order* of the Presbyterian Church (U.S.A.) requires the congregation to review the adequacy of the pastor's compensation, upon report of the prior face-to-face review of the Session (G-1.0503c). Following the congregation's review, the terms of call are reported to Shenandoah Presbytery for Presbytery's approval.

SESSION REVIEW

All staff salaries were adjusted for 2012 by 2%. Changes in the pastor's salary always have effect on two expenses which are mandated by either the General Assembly of the Presbyterian Church (Benefits Plan dues) or Shenandoah Presbytery (½ of the annual SECA tax). For 2012 and 2013, the Benefits Plan dues are increasing by 0.5% each year.

| ITEM | 2009-2011 | Change | 2012 |
|--|---------------------------|------------------------|------------------|
| SALARY/HOUSING | | | |
| Salary #. | \$ 40,540.00. | 810.00. | 41,350.00 |
| Housing Allowance #. | 10,400.00. | 0.00. | 10,400.00 |
| Utilities Allowance #. | 2,445.00. | 0.00. | 2,445.00 |
| <i>Subtotal Salary/Housing.</i> | <i>53,385.00.</i> | <i>810.00.</i> | <i>54,195.00</i> |
| <i>(effective salary for Benefits Plan calculations)</i> | | | |

OTHER TERMS OF CALL EXPENSES

In addition to the above items, the Pastor's Terms of Call includes the following items:

- Automobile Expense (reimbursed at IRS rate – 2012: *increases to 55.5¢ (was 50.5¢)/mile*)
- Professional Expenses, including Continuing Education (partly funded by pastor from salary)
- Minister's Benefits Plan Dues – 32.25% of effective salary. (Effective salary is salary plus housing, utilities, medical escrow, and SECA/self-employment reimbursement.)
- Minister's Self -Employment reimbursement
- Medical deductible escrow account (funded by the pastor from salary)

The totals for these items can be viewed in the 2012 Budget.

ACTION TO REDIRECT SALARY

Each year, the pastor requests that Session redirect some of his salary to the following items:

| Item | 2012 |
|---|-------------|
| 2102 Housing Allowance. | 19,600.00 |
| 2105 Professional Expenses. | 800.00 |
| 2106 Benefits Plan (Optional Dental). | 330.00 |
| 2109 Medical Deductible escrow. | 2,000.00 |

This action adjusts the following budget levels for these line items:

| Item | 2012 |
|-------------------------------------|-------------|
| 2101 Salary. | 18,620.00 |
| 2102 Housing Allowance. | 30,000.00 |
| 2105 Professional Expenses. | 2,000.00 |
| 2109 Medical Deductible. | 2,000.00 |