



# 2022 Pastoral Call/Covenant Update Form

Appendix K

Current June 2021

Church Name and City: \_\_\_\_\_

Pastor's Name and Title: \_\_\_\_\_

**2022 Presbytery Minimum Effective Salary (ES): \$52,920** (for beginning pastors on a full-time basis which sets the standard for all pastors)

### Terms:

The pastor is employed on a:

\_\_\_\_\_ full-time basis                      \_\_\_\_\_ half-time basis

\_\_\_\_\_ part-time basis, serving approximately \_\_\_\_\_ hours per week

and will be compensated as follows for 2021.

### Compensation:

#### Effective Salary (ES)

Cash Salary	\$ _____
Fair Rental Value of Manse	\$ _____
Housing Allowance	\$ _____
Utilities Allowance	\$ _____
Deferred Compensation	\$ _____
SECA Supplement (if over 50%)	\$ _____

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

#### Reimbursable Expenses

Automobile Expense (IRS Rate)	\$ _____
Business/Professional Expenses	\$ _____
SECA Supplement (up to 50%)	\$ _____
Continuing Education	\$ _____
Moving Costs (up to)	\$ _____
Other Allowances (Specify)	\$ _____

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

### Additional Benefits

Paid Vacation (4 weeks including 4 Sundays) \_\_\_\_\_

Paid Continuing Education (2 weeks including 2 Sundays) \_\_\_\_\_

Select one of the following (to be eligible for enrollment must be employed at least 20 hours per week):

No Enrollment with the Board of Pensions \_\_\_\_\_

Enrollment in the Pastor's Participation Plan \_\_\_\_\_ 37% of ES: \$ \_\_\_\_\_

Includes: PPO family medical, pension, temporary disability, and death and disability

Enrollment in the Minister's Choice Plan \_\_\_\_\_ 10% of ES: \$ \_\_\_\_\_

Includes: pension, temporary disability, death and disability, and employee assistance

**Other Compensation please list in detail – you may consult the Board of Pensions and the Commission on Ministry manual for further options and guidelines.**



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## Other Information:

### Personnel Matters:

The Church has an active Personnel Committee. Yes \_\_\_\_\_ No \_\_\_\_\_

The adequacy of the pastor's compensation was reviewed with them using the questions included below. Yes \_\_\_\_\_ No \_\_\_\_\_

An annual performance review was conducted. Yes \_\_\_\_\_ No \_\_\_\_\_

### Professional Matters:

The pastor used study leave/continuing education in 2020. Yes \_\_\_\_\_ No \_\_\_\_\_

In the space below, please describe how the continuing education time was used and list any courses that were taken. Attach an additional sheet if needed.

## Compensation Adequacy Review Questions

1. Is the pastor's salary below, same as, or above the Presbytery's minimum requirements? \_\_\_\_\_
2. Does the pastor's salary take into account the following factors: membership size, the church's mission, the life experience and/or ministry experience the pastor brings, and the pastor's job performance?  
\_\_\_\_\_
3. Is the pastor's housing allowance sufficient in securing and maintaining a residence in the church's particular economic locale? \_\_\_\_\_
4. If a manse is provided, has the Session's building and property representatives inspected the manse and made the necessary repairs/improvements to maintain adequate housing for the pastor?  
\_\_\_\_\_
5. Does the utilities allowance cover the cost of utilities? \_\_\_\_\_
6. Does the car allowance cover the costs of the mileage of the pastor in their work? \_\_\_\_\_
7. Is the continuing education allowance adequate in covering the costs of the pastor's continuing education and is the study leave adequate to meet the goals of the pastor and the congregation?  
\_\_\_\_\_
8. What other allowances and/or items of compensation need to be reviewed?  
\_\_\_\_\_
9. Does the Session need help in answering these questions from the Presbytery's Commission on Ministry before making its recommendations to the congregation? \_\_\_\_\_

Signed (Pastor): \_\_\_\_\_ Date: \_\_\_\_\_

Signed (Personnel Chair or Clerk of Session): \_\_\_\_\_ Date: \_\_\_\_\_

Signed copies should be given to 1) Pastor, 2) Clerk of Session, 3) Moderator of Commission on Ministry, and 4) AdmExec/Stated Clerk of the Presbytery of Des Moines.