

2026 Pastoral Terms of Call

Presbytery of Philadelphia

Name of Minister _____ Job Title _____

Name of Church _____ Effective Date _____

Please select one Installed Supply Transitional Designated Bridge

Hours per week Full Time (35+ hours) 3/4 time 1/2 time less than 1/2 time

Annual Compensation

Effective Salary:	Cash Compensation	_____
	Manse Fair Rental Value or Housing Allowance	_____
	Housing Equity Offset	_____
	Reimbursements (See below)	_____
	Other Cash Payments (See below)	_____
	Total Effective Salary	\$ _____

Calculation of Board of Pension Dues:

Covenant Package, 10% of Effective Salary	_____
Transitional Pastor's Participation, 37% of Effective Salary	_____
OR	_____
Congregational Pastors Package, 17.5% of Effective Salary	_____
Plus One of the Following Options:	_____
Member Only	\$0 _____
Member and children	\$9,950 _____
Member and spouse	\$12,250 _____
Member and family	\$22,200 _____

Total Effective Salary and Board of Pension Dues	\$ _____
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Other Compensation not included in Effective Salary:

Allowances and Professional Expenses (fully accountable)

SECA supplement, 7.65% of Effective Salary	_____
Professional expenses & travel with mileage vouchered at current IRS rate	_____
Study Leave allowance	_____
Medical reimbursements (see below)	_____
Employer 403b contribution, with employee contribution (see below)	_____
Moving expenses	_____
Other	_____

Total Other Compensation and Allowances	_____
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TOTAL TERMS OF CALL PACKAGE	\$ _____
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Paid Leave

Study Leave (2 weeks minimum)	_____
Vacation (1 month, 4 Sundays minimum)	_____
Other (e.g. parental, sabbatical, GA)	_____

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Reimbursements:

- SECA Reimbursements in excess of 7.65%
- Health insurance reimbursements include copays, coinsurance, deductibles, and premiums are excluded from Effective Salary if part of a Health Reimbursement Arrangement, (HRA)

Other Cash Payments included in Effective Salary:

- Bonuses
- Employer's 403b contributions when employee does not contribute.
- Generally, unaccountable expenses and allowances are included in Effective Salary

Accepted by the Minister _____
Signature Printed Name Date

Accepted by the
Congregation/Session _____
Clerk of Session Signature Printed Name Date

Sections below to be completed only if new terms of call for an installed position

Having moderated the congregational meeting which extended this call for ministerial services, I do certify that the call has been made in all respects according to the rules laid down in the Form of Government, and that the person who signed the foregoing call was authorized to do so by the vote of the congregation.

Signature, Moderator of Congregational Meeting Printed Name Date

This call has been received and approved by the Commission on Ministry.

Signature, Moderator of Commission on Ministry Printed Name Date
OR

Signature, Stated Clerk of the Presbytery Printed Name Date