

**PRESBYTERY OF THE TWIN CITIES AREA**

**TERMS OF CALL or CONTRACT FORM**

**2024**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Church

Reverend \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Presbytery of Membership \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Full time

Part time: \_\_\_\_\_% of full-time

Pastor

Designated Pastor Length of term: *2 years* *3 years* *4 years*

Associate Pastor

Designated Associate Pastor Length of term: *2 years* *3 years* *4 years*

Transitional Pastor

Transitional Associate Pastor

Stated Supply

Effective Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of Congregational Meeting (if called position) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Terms (all should be annual):

Salary & Housing $\_\_\_\_\_\_\_\_\_\_\_\_\_ (Includes housing/utility allowance $\_\_\_\_\_\_\_\_\_\_\_\_\_\_)

***2024 metro minimum is* $59,440**

***2024 non-metro minimum is* $53,112**

Free Use of the Manse \_\_\_\_Yes \_\_\_\_No

Vacation = 4 weeks including 4 Sundays

Continuing Education allowance $ \_\_\_\_\_\_\_\_\_(minimum $1,200) per year, cumulative over 3 years to \_\_\_\_\_\_\_ (minimum $3,600).

Continuing Education leave 2 weeks, cumulative over 3 years to 6 weeks

Pension Full (*37% of Effective Salary)*

Automobile allowance, IRS rate (2024, 65.5 cents/mile)*,* Vouchered up to $\_\_\_\_\_\_\_\_\_\_\_

Professional Expenses Vouchered up to $\_\_\_\_\_\_\_\_\_\_\_\_\_

Social Security Offset \_\_\_Yes \_\_\_No

*(7.65% of salary & housing)*

Medical/Dental Supplemental \_\_\_Yes \_\_\_No Vouchered up to $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Optional Retirement Contribution \_\_\_Yes \_\_\_No Amount $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Sabbatical \_\_\_Yes \_\_\_No

Length of leave\_\_\_\_\_\_\_\_\_\_\_\_; years of service required:\_\_\_\_\_\_\_\_\_\_\_\_\_\_. (*Presbytery guideline is 3 months after 6 years of service.)* Session approval of dates and plan required.

Parental Leave - When an installed teaching elder or spouse is to give birth, or to adopt a child, family leave shall be offered under at least the following terms: Eight weeks family leave at 100 percent of pro-rated annual salary and full housing allowance, or twelve weeks at 75 percent of pro-rated annual salary and full housing allowance. (See full Presbytery Policy on Family Leave for more details.)

Moving Expense \_\_\_Yes \_\_\_No Vouchered up to $\_\_\_\_\_\_\_

Pastor \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Clerk of Session \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of Session meeting \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (if no changes made to terms of call)

We promise and obligate ourselves to review with you annually the adequacy of this compensation.

 In testimony whereof we *(two members of the PNC)* have subscribed our names this \_\_\_\_\_day of \_\_\_\_\_(Year)

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

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

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

 (Signed)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Moderator of the Congregational Meeting