

P A S T O R A L C A L L F O R M

Presbytery of Detroit, Presbyterian Church (USA)



The _____ Presbyterian Church of _____ [City, State], being well satisfied with your qualifications for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you, _____, to undertake the office of _____ (Pastor, Associate Pastor) of this congregation, beginning _____ [date], promising you in the discharge of your duty all proper support, encouragement and allegiance in the Lord. That you may be free to devote (full time/part-time) to the ministry of the Word and Sacrament among us, we promise and obligate ourselves to provide you the following annually:

Compensation

EFFECTIVE SALARY	
1. Cash Salary	\$
2. Housing and Utility Allowance	\$
3. Use of Manse (fair rental value, at least 30% of 1+4)	\$
4. Flexible Benefits	
a. Life Insurance	\$
b. Deferred Compensation (403(b), annuity, etc.)	\$
c. Other Flexible Benefits	\$
5. Total Effect Salary (Add 1 through 4c to calculate item #6 Bd of Pension Dues)	\$
BENEFITS	
6. Board of Pension Dues (includes medical) (37% for Pastor of Total Effective Salary)	\$
7. Social Security (SECA) Allowance (7.65% of 1, 2, & 3)	\$
8. Optional Dental Plan (Voucher reimbursable)	\$
9. Total Benefits	\$
REIMBURSED EXPENSES (Vouchered & Reimbursed) (at least minimum terms)	
10. Medical Deductible (or FSA)	\$
11. Continuing Education (at least minimum terms)	\$
12. Professional Expenses (Auto at IRS rate, Books, Dues, etc.)	\$
13. Other (please name):	\$
14. Total Reimbursed Expenses	\$
15. Total Compensation (add 5, 9, and 14)	\$

Paid vacation leave of **4 weeks** annually, including 4 Sundays.

Paid Continuing Education leave of **2 weeks** annually, including 2 Sundays (time & funds cumulative to _____ weeks) upon Session action

In addition, one time moving expenses up to \$ _____

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

Within the first year _____ will attend a Pastors in Transition Program (cost, if any, to be borne by church). In addition, the church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of service (approx \$200).

Affirming the action of the Congregation:

In testimony whereof we have subscribed our names this _____ day of _____ 20_____.

PNC/APNC _____ PNC/APNC _____

PNC/APNC _____ PNC/APNC _____

PNC/APNC _____ PNC/APNC _____

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 persons who signed the foregoing call were authorized to do so by vote of the congregation.

(Signed) _____, Moderator of the Congregational Meeting

Affirming the action of The Presbytery of Detroit:

This call has been reviewed by the **Committee on Ministry**. The Committee recommends that the presbytery approve this call.

Date of action _____ (Signed) _____ COM Moderator

This call was approved by the **Presbytery of Detroit**, through action taken by its Committee as authorized by G-3.0307.

Date of action _____ (Signed) _____ Stated Clerk

Affirming the action of the Candidate:

This is to certify that I have received and accepted the call.

*Date of Acceptance _____

Signature