



Sample Terms of Call

LINE 1	Annual cash salary (regular payroll, salary supplements)	36,000
LINE 2	Housing allowance (utilities, mortgage payments, real estate taxes)	36,000
LINE 3	Deferred income - IRS 403(b) retirement savings plan	
LINE 4	Miscellaneous - term life, accidental death, long- and short-term disability	4,000
LINE 5	Fair rental value of manse (must be at least 30% of lines 1-4)	
LINE 6	Total effective salary (lines 1-5)	76,000
LINE 7	Retirement to be contributed to ECO-approved 403(b) (required)	7,600
LINE 8	Continuing education - study leave & book allowance (vouchered)	2,000
LINE 9	Auto/professional/business expenses - vouchered IRS mileage reimbursement rate	2,000
LINE 10	Social Security (7.65% of line 6)	5,814
LINE 11	Medical - employee only - see current published rate at http://www.mycobenefits.com	11,868
LINE 12	Total cost to church (lines 6, 7-11)	105,282
LINE 13	Study leave 2-week minimum - includes 2 Sundays	yes
LINE 14	Vacation 4-week minimum (31 days) - includes 4 Sundays	yes
LINE 15	Sabbatical leave (3 months after 7 years)	no

SIGNATURES / DATES

Print Name: _____ ✓ Date: _____

Candidate: _____ ✓ Date: _____ ✓

PNC Chair: _____ ✓ Date: _____ ✓

Clerk of Session: _____ ✓ Date: _____ ✓

MPT Chair: _____ ✓ Date: _____ ✓

Moderator: _____ ✓ Date: _____ ✓