

EXAMPLE TERMS OF CALL- Presbytery of Santa Fe- 2022



FULL TIME SERVICE – over 30 hours

\$44,000	Cash Salary/Housing Allowance- Effective Salary
\$16,280	Pastor's Participation- Board of Pensions (37% effective salary)
<u>\$1,250</u>	Continuing Education allowance
\$61,530	

Recommended but not required:

\$3,366	SECA Tax allowance (SECA is 15.3% of salary, church provides half /7.65% of effective salary)
<u>\$2,000+</u>	Vouchered expenses (mileage, professional expenses)
\$66,896	TOTAL

PART-TIME SERVICE – 20-30 hours with medical benefits

\$30,800	Cash Salary/Housing Allowance- Effective Salary
\$11,396	Pastor's Participation- Board of Pensions (37% effective salary)
<u>\$1,250</u>	Continuing Education allowance
\$43,446	

Recommended but not required:

\$2,357	SECA Tax allowance (SECA is 15.3% of salary, church provides half /7.65% of effective salary)
<u>\$2,000+</u>	Vouchered expenses (mileage, professional expenses)
\$47,803	TOTAL

PART-TIME SERVICE – 20-30 hours without medical benefits

\$30,800	Cash Salary/Housing Allowance- Effective Salary
\$3,080	Minister's Choice- Board of Pensions, pension, death & disability (10% effective salary)
<u>\$1,250</u>	Continuing Education allowance
\$35,130	

Recommended but not required:

\$2,357	SECA Tax allowance (SECA is 15.3% of salary, church provides half /7.65% of effective salary)
<u>\$2,000+</u>	Vouchered expenses (mileage, professional expenses)
\$39,487	TOTAL

PART-TIME SERVICE – under 20 hours

\$22,000	Cash Salary/Housing Allowance- Effective Salary
<u>\$625</u>	Continuing Education allowance
\$22,625	

Recommended but not required:

\$1,683	SECA Tax allowance (SECA is 15.3% of salary, church provides half /7.65% of effective salary)
<u>\$2,000+</u>	Vouchered expenses (mileage, professional expenses)
\$26,308	TOTAL

*Regardless of hours worked: Presbytery of Santa Fe also requires 4 weeks vacation, 2 weeks study leave, and a provision for renewal leave. Board of Pensions also offers dental insurance, vision insurance, and a 403b Retirement Savings Plan, with options for employers to pay all, some, or none of the coverage.