

Mid-Kentucky Presbytery
TERMS OF CALL FOR CALLED AND INSTALLED TEACHING ELDERS
WORKSHEET 2018

_____ Salary
+ _____ Housing
+ _____ Other Reportable Income **
+ _____ SECA (7.65% of the total of Salary, Housing & Other Reportable Income). Total IRS rate is

15.3%. Church pays first 7.65% for employee. If church pays second half of 15.3%, then that half is reportable as income on this line.

= _____ **TOTAL EFFECTIVE SALARY (\$38,245 is the minimum effective salary for all 2018 Mid-**

Kentucky Presbytery full-time, installed pastors)

BOARD OF PENSIONS MEDICAL DUES (Pastor's Participation)

+ _____ 25% Based on 2018 BOP Medical Minimum Participation Basis Salary of \$44,000 (for those with an Effective Salary less than \$44,000)

OR

+ _____ 25% Based on 2018 Actual Effective Salary between \$44,000 and \$124,000

OR

+ _____ 25% Based on 2018 BOP Maximum Participation Basis Salary of \$124,000 (for those with an Effective Salary over \$124,000)

BOARD OF PENSIONS DEFINED BENEFIT PENSION DUES

+ _____ 11% of effective salary
+ _____ Retirement Savings Plan (through the Board of Pensions, voluntary contributions)
+ _____ 1% Death and Disability

+ _____ Continuing Education Reimbursement (Mid-Kentucky Presbytery's minimum is \$1000)
Auto Expense Accountable Reimbursement Account, miles driven reimbursable per mile using current IRS guidelines.

+ _____ Moving Expense and Closing Costs
+ _____ **TOTAL PACKAGE COST TO CONGREGATION**

Additional Benefits (These are all Mid-Kentucky Presbytery Minimums)

4 weeks vacation (inclusive of 4 Sundays) per year
2 weeks continuing education (inclusive of 2 Sundays) per year
6 weeks parental leave (inclusive of 6 Sundays) per presbytery parental leave policy
Sabbatical Leave after six years of consecutive service in the same call per presbytery sabbatical leave policy

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**For a complete listing please see Board of Pensions Publication "Understanding Effective Salary". This publication can be found at www.pensions.org, along with an on-line calculator for ease of determining Total Effective Salary as well as Pension Dues.