

Presbytery of Philadelphia  
**2022 Pastoral Terms of Call**  
*For Full-Time Service*

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 \_\_\_\_\_, promising you in the discharge of your duty all  
 proper support, encouragement, and allegiance in the Lord. That you may be free to devote your time to be a Minister of Word  
 and Sacrament among us, we promise and obligate ourselves to provide you the following annually:

**ANNUAL COMPENSATION**

<b>Effective Salary</b>	Cash Compensation	\$ _____	Manse
	Value or Housing Allowance	\$ _____	Manse
	Equity to a deferred compensation plan	\$ _____	
	Supplemental Health Ins Premiums	\$ _____	
	Other Cash Payments (See BOP's Understanding Effective Salary)	\$ _____	
	<b>Total Effective Salary</b>	\$ _____	
<b>% Effective Salary</b>	SECA Supplement: 7.65%	\$ _____	
35+ hours/week	Pension /Medical Dues: 37%	\$ _____	
	<b>Total Compensation Based on Effective Salary</b>	\$ _____	

**ALLOWANCES/PROFESSIONAL EXPENSES**

	Expense Allowance: Fully accountable professional expenses and travel with mileage vouchered at current IRS Rate	\$ _____	
	Study Leave Allowance	\$ _____	
	Other Allowances	\$ _____	
	<b>Total Allowances</b>	\$ _____	

**TOTAL PACKAGE** \$ \_\_\_\_\_

<b>PAID LEAVE</b>	Study Leave (2 weeks minimum)	_____
	Vacation (1 month minimum)	_____
	Other (e.g.: parental, Sabbatical, GA)	_____

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**Other Provisions**

- Negotiated Moving Expenses (*If Applicable*)

*The Session, further promise to review with you annually the adequacy of your compensation and make recommendations to the congregation.*

*Attested by:*

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Clerk of Session*

\_\_\_\_\_  
*date*

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 person who signed the foregoing call was authorized to do so by vote of the congregation.

(Signed) \_\_\_\_\_ Date \_\_\_\_\_  
*Moderator of the Congregational Meeting*

**Certification of Call**

**By Presbytery of Call**

By the Presbytery of Philadelphia

This call has been received by the **Commission on Ministry (COM)**. The commission approves this call.

Date of action \_\_\_\_\_ (Signed) \_\_\_\_\_  
*Moderator of COM*

OR

This call was approved by the Presbytery of Philadelphia.

Date of action \_\_\_\_\_ (Signed) \_\_\_\_\_  
*Presbytery of Philadelphia Stated Clerk*

**By Presbytery of Care or Present Call**

This call has been reviewed by the Committee on Ministry, Preparation for Ministry or their equivalent. The committee recommends that the presbytery find it expedient to release \_\_\_\_\_ to accept this call.

*Name of Candidate*

Date of action \_\_\_\_\_ (Signed) \_\_\_\_\_  
*Stated Clerk*

**By Candidate**

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

Date of acceptance \_\_\_\_\_  
*Signature*