



**Whitewater Valley**  
— PRESBYTERY —

# WHITEWATER VALLEY PRESBYTERY TEMPORARY PASTORS

(STATED SUPPLY, COVENANT, BRIDGE, INTERIM,  
TRANSITIONAL, VALIDATED SERVING IN A  
CONGREGATION)

## 2025 TERMS OF CALL (TOC)

**Minister** \_\_\_\_\_

**Congregation** \_\_\_\_\_

**Starting Date** \_\_\_\_\_ **Term/Yrs of Call** \_\_\_\_\_ **Hours Per Week** \_\_\_\_\_

(Part-time/PT positions are prorated based on the minimums below which reflect a 40 hour work week.)

**Specific Title** \_\_\_\_\_

**2025**

<b>Base Compensation</b>		\$
Cash Salary		\$
Housing Allowance		\$
Salary and Housing Total	<i>Minimum Salary and Housing= \$58,968 Minimum if Manse and Utilities Provided = \$45,523</i>	\$
Other	<i>Bonuses, Unvouchered Allowances and Gifts = Cash Salary 403b Employee Contribution = Cash Salary</i>	\$
Total <u>Effective Salary</u> (items above)		\$
<b>Additional Required Compensation</b>		
Board of Pensions for FT only	<i>Transitional Package 43% of Effective Salary</i>	\$
Health Reimbursement Arrangement (HRA) for FT only - \$2,000		\$
Vacation	<i>FT minimum 4 weeks, including 4 Sundays +15 years = 5 weeks, including 5 Sundays. PT is prorated by hours per week.</i>	weeks
Continuing Education/Professional Development	<i>FT minimum 2 weeks; cumulative for up to 4 years. PT is prorated by hours per week.</i>	weeks
Paid Family Leave	<i>FT minimum 12 weeks PT is prorated by hours per week.</i>	weeks
Total Additional Required		\$
<b>Reimbursable/Vouchered Expenses</b>		
Continuing Education/Professional Development	<i>FT minimum \$1,500; cumulative for up to 4 years. PT is prorated by hours per week.</i>	\$
Mileage/Auto	<i>FT minimum \$2,800 @IRS established rate. PT is prorated by hours per week.</i>	\$
Other Vouchered Expenses, including Moving Expenses		\$
Total Reimbursable/Vouchered Expenses	<i>FT minimum \$4,300; PT is prorated.</i>	\$

<b>Additional Optional Benefits</b>	
Social Security Offset/SECA Allowance (7.65% of Effective Salary) Please Note: This benefit is taxable, per IRS rules.	\$
Optional Board of Pensions (rates at <a href="http://www.pensions.org">www.pensions.org</a> )	
Vision	\$
Dental	\$
Supplemental Death	\$
403b Employer Matching Contribution	\$
<b>TOTAL</b>	
Sabbatical Leave, after how many years of continuous service?	years
<b>Total Investment</b>	\$

***Sessions, with the Presbytery's concurrence, may terminate this contract with thirty days written notice.***

***The pastor may also terminate this contract with thirty days written notice and forfeit any payment beyond that for actual services in the thirty-day period.***

#### **Certification of Call**

**This is to certify that the Session has voted to accept this call with the compensation listed.**

Date of Session Approval \_\_\_\_\_ (Signed) \_\_\_\_\_  
Clerk of Session

#### **Board of Pensions Transitional Plan Waiver**

**We have consulted and agree that the Congregational Pastors Package of the Board of Pensions is in the best interest of the congregation and the pastor. Our pastor's spouse and family (if applicable) have medical coverage without the Transitional Plan of the Board of Pensions. OR our pastor is exempt from Board of Pensions coverage because they are part-time and not scheduled to work more than 20 hours per week.**

(Signed) \_\_\_\_\_ (Signed) \_\_\_\_\_  
Pastor/Minister Clerk of Session

#### **Health Reimbursement Arrangement (HRA) Waiver**

**We request a waiver from the Whitewater Valley Presbytery HRA program because:**

- ☐ **Our pastor is scheduled to work less than 30 hours per week.**
- ☐ **Our congregation has an HRA in place with a qualified benefits manager and it meets or exceeds the Presbytery minimum of \$2000.**

(Signed) \_\_\_\_\_  
Clerk of Session

#### **Ministers of Word and Sacrament serving in Validated Positions in Congregations**

**We have read and agree to the covenant Regarding Validated Congregational Positions.  
(This document is available on [www.whitewatervalley.org](http://www.whitewatervalley.org) under Forms.)**

(Signed) \_\_\_\_\_ (Signed) \_\_\_\_\_  
Pastor/Minister Clerk of Session