

ANNUAL SALARY REVIEW OF ORDAINED CLERGY: **DEADLINE: March 15, 2020**
(Form based upon *Effective Salary Worksheet for Ministers* from the Board of Pensions)

Mail to: **Stated Clerk, Presbytery de Cristo**
4141 E. Thomas Rd, Phoenix, AZ 85018

A. MINISTER'S NAME: _____

CHURCH'S NAME _____

B. SERVICE: [] Full time (35 hours or more) [] Part-time (20-34 hours) (_____ hours)

COMPENSATION INCLUDED IN EFFECTIVE SALARY

Effective date of change _____		(Old) 2019	(New) 2020
1. Annual Cash Salary	1.	\$ _____	\$ _____
2. Housing Allowance	2.	\$ _____	\$ _____
3. Deferred compensation	3.	\$ _____	\$ _____
4. Utility and furnishing allowances	4.	\$ _____	\$ _____
5. Bonuses, unvouchered allowances, gifts from employer	5.	\$ _____	\$ _____
6. Other allowances (e.g., medical deductibles, SECA allowance in excess of 50% of estimated obligation, etc.)	6.	\$ _____	\$ _____
7. Manse amount (must be at least 30% of lines 1-6 for members who qualify for the IRS housing allowance exclusion)	7.	\$ _____	\$ _____
8. Total Effective Salary (Sum of lines 1-7)	8.	\$ _____	\$ _____

9. BENEFITS PLAN DUES (Please refer to your recent BOP billing) 9. \$ _____ \$ _____

COMPENSATION NOT INCLUDED IN EFFECTIVE SALARY

10. Accountable reimbursement plan (vouchered business expenses):			
a. Continuing Education Reimbursements	10a.	\$ _____	\$ _____
b. Automobile expenses	10b.	\$ _____	\$ _____
c. Business and professional expenses	10c.	\$ _____	\$ _____
11. SECA Tax allowance (only up to 50% of estimated obligation subject to the Board of Pensions requirements)	11.	\$ _____	\$ _____
12. Group plan for medical deductible, coinsurance and dental Premiums	12.	\$ _____	\$ _____
13. Other vouchered allowances _____	13.	\$ _____	\$ _____

No reductions or downward adjustments are to be made to Effective Salary to reflect the amount of the Member's SECA obligation.

VACATION TIME _____

This report was reviewed WITH and approved BY the clergy prior to approval of Congregation/Mission/Board, etc.

YES () NO ()

I approve of all the above data for the record regarding my call.

Signature _____ Date _____
Pastor

An annual salary review was held / not held with the pastor this year.

Signature _____ Date _____
Clerk of Session/Administrative Officer



MEMORANDUM

TO: Clerks of Session
Ordained Clergy in Following Service:
11.0409 Service in Congregation of This Church
11.0410 In Other Service
11.0411 Beyond Jurisdiction
11.0413 Member-at-large

FROM:' Committee on Ministry
Sub-Committee for Pension and Salary

DATE: December, 2019

RE: Annual Salary Review of Ordained Clergy

In accordance with the Bylaws and Standing Rules of the Presbytery de Cristo, the Committee on Ministry is required to provide an annual review and report to the Presbytery concerning salaries. In addition, changes to Terms of Call require the consent of the Presbytery (G-140501). So that we may make our annual report to the Presbytery at the April, 2017 Presbytery Meeting, we ask that you complete the attached *Annual Salary Review of Ordained Clergy* form. Please fill out every place that applies and return it to the Stated Clerk (address at top of form) as soon as possible but no later than March 15, 2020.

Kindly note that a certification for the Annual Salary Review is required to be signed by both the Pastor and Clerk of Session for those who are in "Service in Congregation of This Church", and the Pastor and appropriate administrative official for those who are "In Other Service," "Beyond Jurisdiction," and "Member-at-large" (when appropriate).

Thank you for your cooperation.

Bob Schulz Stated Clerk
For Sub-Committee for Pension and Salary