

## 2017 Terms of Call – Teaching Elders

<b>A. Personal Compensation</b>	<b>2016 Minimum</b>	<b>2017 Minimum</b>	<b>Difference</b>
1. Cash Salary	26,190.00	26,713.80	523.80
2. Housing Allowance	9,546.00	9,736.92	190.92
OR			
Manse Rental Value			
3. Utilities			
4. Other _____			
<b>5. Total Effective Salary</b>	<b>35,736.00</b>	<b>36,450.72</b>	<b>714.72</b>
<b>B. Additional REQUIRED Benefits</b>			
6. Major Medical (24.5%)	8,755.00	8,930.43	175.43
7. Pension and Disability (12%)	4,288.00	4,374.09	86.09
8. Employer Portion of SECA (7.65%)	2,734.00	2,788.48	54.48
<b>9. Total Required Benefits</b>	<b>15,777.00</b>	<b>16,092.99</b>	<b>315.99</b>
<b>C. Professional Reimbursement</b>			
10. Automobile Expense	2,000.00	2,000.00	
11. Continuing Ed/Books	500.00	750.00	250.00
12. Other _____			
<b>13. Total Professional Reimbursement</b>	<b>2,500.00</b>	<b>2,750.00</b>	<b>250.00</b>
<b>Total Cost to the Church</b>	<b>54,013.00</b>	<b>55,293.71*</b>	<b>1,280.71</b>
<b>D. Additional Provisions:</b>			
<b>Vacation</b> (4 Weeks minimum) _____			
<b>Continuing Education</b> (2 weeks minimum) _____			
<b>Maternity/Paternity Leave:</b> 6 Weeks with full compensation (minimum)			

\* If a congregation cannot afford Presbytery minimums, a Session may apply to COM for an exemption.