

2007 REPORT ON ANNUAL COMPENSATION REVIEW

Church _____

Minister _____

The Session has conducted an annual review of the pastor's compensation in accordance with G-7.0302 and 5-10.0102m:

_____Yes _____No. Changes in Compensation were approved: _____Yes _____No.

On _____ (Month/Day/Year), this congregation voted to request approval by the Presbytery of Florida of the following terms of call for its minister for the year **2008**:

Please complete every blank, even if there were no changes from the previous year. The Synod of South Atlantic requires its presbyteries to record this data in official minutes.

Terms of Call	2008 Minimum	2007 Actual	2008 Proposed
A. Personal Compensation			
1. Cash Salary	24,202.94	_____	_____
2. Housing Allowance _____ OR Manse Rental Value _____	9,086.33*	_____ _____ _____	_____ _____ _____
3. Utilities	_____	_____	_____
4. Other _____	_____	_____	_____
5. Total Effective Salary	33,289.27	_____	_____
<i>*Can be divided between items 2, 3.</i>			
B. Additional Required Benefits			
6. Major Medical (19.5%)	6,491.41	_____	_____
7. Pension (12%)	3,994.71	_____	_____
8. Self-employment Amount (7.65%)	2,546.63	_____	_____
9. Total Required Benefits	12,866.30	_____	_____
C. Professional Expenses			
10. Automobile Expense	_____	_____	_____
11. Continuing Education/Book Expense	_____	_____	_____
12. Other _____	_____	_____	_____
13. Total Professional Expenses	3,449.20	_____	_____
Total Cost of Position (add lines 5, 9, 13)	<u>49,604.77</u>	_____	_____

Additional provisions: one month's vacation; two weeks paid study leave; six weeks maternity leave with full compensation.

Clerk of Session

Pastor

Please return this form by **January 20, 2008** to: *Committee on Ministry*

*Presbytery of Florida
P.O. Box 7
Chipley, FL 32428-0007*

Office Use Only

Date Received: _____

ANNUAL REVIEW OF PASTOR'S COMPENSATION

Pastors should receive an annual review of their performance per *Book of Order* requirement. This review should be performed by an appropriate committee of the Session in light of a previously prepared and agreed upon description of pastoral duties and expectations.

Amendments to the pastors' calls are made up of two elements: the economic factor and the merit factor.

The *economic factor* consists of an adjustment to all elements of the pastor's compensation to address the effects of inflation. The adjustment lags by one year, i.e. the 3% adjustment shown for 2005 actually reflects the change in cost of living that took place in 2004. For 2006, **churches are urged to consider an increase of 3%** to offset the rise in cost of living, including increased deductibles for major medical insurance and increased co-payments for prescription drugs.

The *merit factor* reflects the growth and improvement in the performance of the position. It may also reflect growth in the size of the congregation and/or a wider range of responsibilities borne by the position. The adjustment made is to reflect the conclusions drawn from the performance review in the light of the budgetary conditions of the local church.

The sample calculation of the Presbytery's minimum salary given below will illustrate how the calculations are made. An important concept to note is the "Effective Salary". This is defined as cash salary, plus deferred income (if any), plus housing allowance, plus other allowances as desired.

For the year 2006 the **Pension Fund dues remain at 12%** of the "Effective Salary"; **Major Medical dues remain at 19%** for the year. The **Self-employment tax is 15.3%** of salary, plus housing, plus any money designated as Social Security allowance (up to \$68,400). Since Ministers pay this themselves, unlike employees, 7.65% of their salary is added to their compensation.

*Note: Social Security allowance up to 7.65% of effective salary is not considered a part of the effective salary when figuring Board of Pension dues.