

## 2024 Pastoral Compensation Report

(Please complete this form for all installed pastoral positions, and return it to the Presbytery office at nicole@pmrv.org)

### **PMRV COMPENSATION REPORT** *(Full-Time minimum effective salary for 2024 is \$53,680)*

Pastor Name:

Position:

Church:

#### **Effective Salary:**

- |   |    |
|---|----|
| 1. Cash salary  | \$ |
| 2. Housing allowance  | \$ |
| 3. Deferred compensation <i>(403b, section 125 plan, TSA plan etc.)</i> | \$ |
| 4. Unvouchered professional expenses allowance                          | \$ |
| 5. Other allowances <i>(utilities)</i>                                  | \$ |
| <i>(medical deductible)</i>   | \$ |
| <i>(SECA only if more than "employer's share")</i>                      | \$ |
| 6. Manse amount <i>(if provided – must be 30% of cash salary)</i>       | \$ |

**Total Annual Effective Salary BOP Calculation** *(total of line 1-6)* \$

6.5 Utilities for Manse if billed to and paid by church \$

**Total Annual Salary for Presbytery minimum requirement** \$

#### **Board of Pensions (BOP):**

- |   |    |
|---|----|
| 7. Full medical, pension, disability and death coverage                                 | \$ |
| <i>39% of total effective salary [either member, member/spouse &amp; dependents]</i>    |    |
| 8. Additional BOP benefits <i>(e.g. optional dental, optional death benefits, etc.)</i> | \$ |

#### **Professional Reimbursable Expenses**

- |   |    |
|---|----|
| 9. Travel at IRS rate                                 | \$ |
| 10. Professional Development allowance (2.5%) \$1,342 | \$ |

**Note:** Those clergy who participate in a professional development event offered by the Omaha Presbyterian Seminary Foundation shall receive the time and registration cost of one (1) event above and beyond the Minimum Terms for Professional Development. Those clergy, however, who elect not to participate in an OPSF event, shall not receive additional time and funds.

- |                                |    |
|--------------------------------|----|
| 11. Other (vouchered expenses) | \$ |
|--------------------------------|----|

**Minimum Terms of Call | Family Medical Leave (called/installed ministers)** - 12 week paid Family Medical Leave (G-2.0804) shall be accessed for the following reasons: health of the pastor; parental leave following birth, adoption, or foster care; health issues of the pastor's immediate family (partner/spouse, child/foster child, parent); and for bereavement of the pastor's immediate family. This leave is available each calendar year and the time shall be recorded in the Session minutes.

Paid vacation leave of four weeks annually

Paid continuing leave of two weeks annually *(cumulative up to six weeks)*

Additional benefits *(e.g. extra week of vacation, etc.)*

**Did the session have an annual performance review before 2024 compensation was determined?**

Yes

No

**Is there anything the Committee on Ministry should know, or could do to be helpful to you?**

Date:

Signature: