

2020 Pastoral Compensation Report

MRV COMPENSATION REPORT *(Full-Time minimum effective salary for 2020 is \$48,640)*

Pastor Name _____ Position _____

Church Served _____

Effective Salary:

1. Cash salary \$ _____

2. Housing allowance \$ _____

3. Deferred compensation *(403b, section 125 plan, TSA plan etc.)* \$ _____

4. Unvouchered professional expenses allowance \$ _____

5. Other allowances *(utilities)* \$ _____

(medical deductible) \$ _____

(SECA only if more than "employers share") \$ _____ \$ _____

6. Manse amount *(if residing in a manse – must be 30% of line 1-5)* \$ _____

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

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

Total Annual Salary for Presbytery minimum requirement \$ _____

Board of Pensions (BOP):

7. Full medical, pension and disability coverage

37% of total effective salary [either member, member/spouse & dependents]
\$ _____

8. Additional benefits *(e.g. optional dental, optional death benefits, etc)* \$ _____

Professional Reimbursable Expenses

9. Travel at IRS rate *(.58/mile)* \$ _____

10. Continuing education reimbursement *(minimum \$1,216)* \$ _____

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) _____ \$ _____

Paid vacation leave of four weeks annually _____

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

Did the session have annual performance review before 2020 compensation was determined?

____ Yes ____ No

Is there anything the Committee on Ministry could do to be helpful to you?

Date: _____ Signature: _____