

## 2024 Terms of Call: Called & Installed Ministers

(BOP requirement: Pastor Participation Benefits Program)

Name of Minister: RAMI MICHAEL ALMAQDASI

Church or Employing Organization: Millersburg First Presbyterian Church

Type of Position (please  box):  Full Time  Part Time  
\*If less than full-time, specify the number of hours for which services are provided: \_\_\_\_\_

Type of Terms of Call (please  box):  INITIAL Terms of Call  ANNUAL Terms of Call

Compensation adequacy was reviewed with minister by Session on: 12-20-23 (date)

Briefly explain if compensation does not meet Minimum Compensation Guidelines of MVP  
\_\_\_\_\_

Terms of Call approved by Presbytery (if Initial): \_\_\_\_\_ (date)

Terms of Call approved by Congregation (if annual): \_\_\_\_\_ (date)

Terms of Call are effective from: 1-1-24 (date) to 12-31-24 (date)

### Signatures:

Minister 1-17-24  
(date)

Clerk of Session 1-17-24  
(date)

Moderator of Session (if initial) / PE (COM) Chair (if annual) 1-17-24  
(date)

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**Mail to:** Muskingum Valley Presbytery  
PO Box 1479  
Ashland, OH, 44805

**Email to:** na@mvpresby.org  
**Phone number:** 330-230-7751

# MUSKINGUM valley presbytery

## Total Compensation – Called & Installed

(In accordance with the Book of Order G-2.0804, all Installed Ministers are required to use the Board of Pensions "Pastor Participation Benefits Program" as seen in section 2)

Name of Minister: RAMI MICHAEL ALMAQDASI  
 Church or Employing Organization: Millersburg First Presbyterian Church

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary <u>3% increase for 2024</u>	47,613	46,226	
2. Housing Allowance			
3. Employing Organization Contribution			
4. Bonus			
5. SECA over and above 50% specified below			
6. Other			
7. Manse <u>30% of Annual Cash Salary</u>	14,284	13,868	
<b>Total Effective Salary (lines 1-7)</b>	<b>61,897</b>	<b>60,094</b>	<b>48,000.00</b>

BOARD OF PENSIONS PASTOR PARTICIPATION PLAN & OTHER BENEFITS NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MINIMUM
Medical Coverage: 29% of Total Effective Salary (or BOP minimum of \$13,920)	17,950	17,427	13,920.00
Pension: 8.5% of Total Effective Salary (or BOP minimum of \$4,080)	5,261	5,108	4,080.00
Death and Disability: 1% of Total Effective Salary	619	601	480.00
Temporary Disability: 0.5% of Total Effective Salary	309	300	240.00
Bonus	1,000	1,000	
SECA @ 50% <u>100% Paid by Church Directly</u>			
Other <u>Dental Stipend</u>	1,632	1,632	
<b>Total Benefits</b>	<b>26,771</b>	<b>26,068</b>	<b>18,720.00</b>

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)	1,000	1,000	1,000.00
Professional Reimbursable Expense			
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	2,500	2,500	2,500.00
Other (please describe)			
<b>Total Professional Expenses</b>	<b>3,500</b>	<b>3,500</b>	<b>3,500.00</b>

TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	Current Year	Prior Year	MINIMUM
	92,168	89,662	70,220.00

### OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROVISIONS – CALLED & INSTALLED

1. Paid Time Off: \_\_\_\_\_ days (minimum 4 calendar weeks or 20 individual work days)
2. Study Leave: \_\_\_\_\_ days (minimum 2 calendar weeks, or 10 individual work days)
3. Other special provisions: (please describe) cell phone, laptop computer, manse real estate taxes and utilities

Paid Family Leave (minimum of twelve weeks) and participation in the benefits plan of the Presbyterian Church (U.S.A.) including both pension and medical coverage. Leave can be to accommodate the birth, foster placement, or adoption of a child; Leave to provide care to an ill or disabled family member, or Leave to heal following a loss or tragic event.

Other MVP recommended benefits:

In the 7<sup>th</sup> year of ministry, Minister shall be eligible for 3 months sabbatical

4. Other MVP required benefits:

If unused within the first year, Continuing Education FUNDS & TIME will accumulate for 3 years (beginning 1/1/2021) (This motion was approved by Presbytery on 6/17/2020)

## 2024 Terms of Call: CRE & Other

(available option: BOP Menu)

Name of Minister: Michael E. Van Arsdale

Church or Employing Organization: Creston Presbyterian

Type of Position (please  box):  Full Time  Part Time

\*If less than full-time, specify the number of hours for which services are provided: 20 per week

Position Description (please  box):

Commissioned Ruling Elder (CRE) / Commissioned Pastor (CP)  Interim Pastor

Temporary Supply  Special Ministry (please describe): \_\_\_\_\_

Type of Terms of Call (please  box)  INITIAL Terms of Call  ANNUAL Terms of Call

Compensation adequacy was reviewed with the minister by Session on 11/28/2023 (date)

Briefly explain if compensation does not meet Minimum Compensation Guidelines of MVP

Ordaining Body or Ordaining Denomination Christian Church (Disciples of Christ) - original

Terms of Call approved by Session on: November 28, 2023 (date)

Terms of Call are effective from January 1, 2024 (date) to December 31, 2024 (date)

### Signatures:

Michael E. Van Arsdale  
Minister (Clergy)

11/28/2023  
(date)

Marilyn E. Platt  
Clerk of Session

11-28-2023  
(date)

Moderator of Session (if Initial) / PE (COM) Chair (if annual) \_\_\_\_\_ (date)

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# MUSKINGUM valley presbytery

Ashland, Ohio 44805

## TOTAL COMPENSATION – CRE & Other Positions

Name of Minister (Clergy): \_\_\_\_\_

Church or Employing Organization: \_\_\_\_\_

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP Minimum
1. Annual Cash Salary	\$18,700.00		
2. Housing Allowance	\$3,300.00		
3. Employing Organization Contribution			
4. Bonus			
5. SECA (over and above 50% specified below in benefits)	\$1835.00		
6. Other			
7. Manse	\$9,000.00		
<b>Total Effective Salary (lines 1-7)</b>	<b>\$32,835.00</b>		<b>\$48,000.00</b>

BOARD OF PENSIONS MENU OPTIONS & OTHER BENEFITS NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	Minimum
Medical Coverage: cost-based premiums for different types of coverage, enter level of coverage desired: _____ (see BOP website)	N/A		
Pension: 8.5% of Total Effective Salary (or BOP minimum \$3400)	N/A		\$3,400.00
Death and Disability: 1% of Total Effective Salary (if offering Pension) (or BOP minimum \$400)	N/A		\$400.00
Death and Disability: 2.5% of Total Effective Salary (if <u>NOT</u> offering Pension)	N/A		
Death and Disability Supplemental	N/A		
Temporary Disability: 0.5% of Total Effective Salary	N/A		\$200.00
Long-term Disability (if <u>NOT</u> offering Death and Disability)	N/A		
Dental: indicate level of coverage desired _____	N/A		
Vision Eye Wear: indicate level of coverage desired _____	N/A		
Healthcare Flexible Spending	N/A		
403B Retirement Plan: Employing Org. % of effective salary _____%	N/A		
Term Life Insurance	N/A		
Bonus / Other	N/A		
SECA @ 50%	N/A		
<b>Total Other Benefits</b>			<b>\$4,000.00</b>

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP Minimum
Continuing Education Reimbursable Expense	N/A		\$1,000.00
Professional Reimbursable Expense	\$250.00		
Travel (Mileage) Reimbursement - per church	N/A		\$2,500.00
Other _____			
<b>Total Professional Expenses</b>			<b>\$3,500.00</b>

TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	Current Year	Prior Year	MVP Minimum

### OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROVISIONS – OTHER CLERGY

1. Paid Time Off:  X  days (minimum 4 calendar weeks or 20 individual work days)
2. Study Leave: \_\_\_\_\_ days (minimum 2 calendar weeks, or 10 individual work days)
3. Other special provisions: \_\_\_\_\_

4. Other MVP **recommended** benefits:

In the 7<sup>th</sup> year of ministry, Minister shall be eligible for 3 months sabbatical

5. Other required MVP benefits:

If unused within the first year, Continuing Education **FUNDS & TIME** will accumulate for 3 years

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**2024 Terms of Call: Called & Installed Ministers**

(BOP requirement: Pastor Participation Benefits Program)

Name of Minister: \_\_\_\_\_ Rev. Alexander K. Barnes \_\_\_\_\_

Church or Employing Organization: \_\_\_\_\_ Milton Presbyterian Church \_\_\_\_\_

Type of Position (please  box):  Full Time  Part Time  
\*If less than full-time, specify the number of hours for which services are provided: \_\_\_\_\_

Type of Terms of Call (please  box):  INITIAL Terms of Call  ANNUAL Terms of Call

Compensation adequacy was reviewed with minister by Session on: \_\_\_\_\_ (date)

Briefly explain if compensation does not meet Minimum Compensation Guidelines of MVP  
\_\_\_\_\_

Terms of Call approved by Presbytery (if Initial): \_\_\_\_\_ (date)

Terms of Call approved by Congregation (if annual): 11/19/2023 (date)

Terms of Call are effective from: 1/1/2024 (date) to 12/31/24 (date)

**Signatures:**

Alex Barnes 1-17-24  
Minister (date)

Kristen C. Mann 1/20/24  
Clerk of Session (date)

\_\_\_\_\_  
Moderator of Session (if initial)/ PE (COM) Chair (if annual) (date)

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## Total Compensation – Called & Installed

(In accordance with the Book of Order G-2.0804, all Installed Ministers are required to use the Board of Pensions "Pastor Participation Benefits Program" as seen in section 2)

Name of Minister: \_\_\_\_\_ Rev. Alexander K. Barnes \_\_\_\_\_

Church or Employing Organization: \_\_\_\_\_ Milton Presbyterian Church \_\_\_\_\_

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary	18,000	17,080	
2. Housing Allowance	30,000	30,000	
3. Employing Organization Contribution			
4. Bonus			
5. SECA over and above 50% specified below			
6. Other			
7. Manse			
<i>Total Effective Salary (lines 1-7)</i>	<b>48,000</b>	<b>47,080</b>	<b>48,000.00</b>

BOARD OF PENSIONS PASTOR PARTICIPATION PLAN & OTHER BENEFITS NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MINIMUM
Medical Coverage: 29% of Total Effective Salary (or BOP minimum of \$13,920)	13,920	13,654	13,920.00
Pension: 8.5% of Total Effective Salary (or BOP minimum of \$4,080)	4,080	4,001	4,080.00
Death and Disability: 1% of Total Effective Salary	480	471	480.00
Temporary Disability: 0.5% of Total Effective Salary	240	235	240.00
Bonus			
SECA @ 50%			
Other			
<i>Total Benefits</i>	<b>18,720</b>	<b>18,361</b>	<b>18,720.00</b>

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)	2,000	1,000	1,000.00
Professional Reimbursable Expense			
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	2,500	2,500	2,500.00
Other (please describe)			
<i>Total Professional Expenses</i>	<b>4,500</b>	<b>3,500</b>	<b>3,500.00</b>

TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	Current Year	Prior Year	MINIMUM
	<b>71,220</b>	<b>68,941</b>	<b>70,220.00</b>

### OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROVISIONS – CALLED & INSTALLED

1. Paid Time Off: 20 days (minimum 4 calendar weeks or 20 individual work days)
2. Study Leave: 10 days (minimum 2 calendar weeks, or 10 individual work days)
3. Other special provisions: (please describe) 2 paid personal days, 4 days sick leave

Paid Family Leave (minimum of twelve weeks) and participation in the benefits plan of the Presbyterian Church (U.S.A.) including both pension and medical coverage. Leave can be to accommodate the birth, foster placement, or adoption of a child; Leave to provide care to an ill or disabled family member, or Leave to heal following a loss or tragic event.

Other MVP recommended benefits:

In the 7<sup>th</sup> year of ministry, Minister shall be eligible for 3 months sabbatical

4. Other MVP required benefits:

If unused within the first year, Continuing Education FUNDS & TIME will accumulate for 3 years (beginning 1/1/2021) (This motion was approved by Presbytery on 6/17/2020)

**2024 Terms of Call: CRE & Other**  
(available option: BOP Menu)

Name of Minister: \_\_\_\_\_ Richard Hastings \_\_\_\_\_

Church or Employing Organization: Barlow United Presbyterian Church\_\_

Type of Position (please ✓ box):  Full Time       \*Part Time  
\*if less than full-time, specify the number of hours for which services are provided: \_\_26\_\_

Position Description (please ✓ box):

Commissioned Ruling Elder (CRE) / Commissioned Pastor (CP)       Interim Pastor

Temporary Supply       Special Ministry (please describe): \_\_\_\_\_

Type of Terms of Call (please ✓ box)  INITIAL Terms of Call       ANNUAL Terms of Call

Compensation adequacy was reviewed with the minister by Session on 12/20/2023\_ (date)

Briefly explain if compensation does not meet Minimum Compensation Guidelines of MVP

Ordaining Body or Ordaining Denomination \_\_ Presbyterian \_\_\_\_\_

Terms of Call approved by Session on: \_12/20/2023\_\_ (date)

Terms of Call are effective from \_1/1/2024\_\_ (date) to \_12/31/2024\_\_ (date)

**Signatures:**

  
\_\_\_\_\_  
Minister (Clergy)

12/20/23  
\_\_\_\_\_  
(date)

  
\_\_\_\_\_  
Clerk of Session

12/20/23  
\_\_\_\_\_  
(date)

\_\_\_\_\_  
Moderator of Session (if Initial) / PE (COM) Chair (if annual) (date)

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**TOTAL COMPENSATION – CRE & Other Positions**

Name of Minister (Clergy): Richard Hasting  
Church or Employing Organization: Barlow United Presbyterian Church

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP Minimum
1. Annual Cash Salary	9,844.33	9,844.33	
2. Housing Allowance	6,000.00	6,000.00	
3. Employing Organization Contribution			
4. Bonus			
5. SECA (over and above 50% specified below in benefits)	1,658.42	1,658.42	
6. Other	4,176.00	4,176.00	
7. Manse			
<i>Total Effective Salary (lines 1-7)</i>	<b>21,678.75</b>	<b>21,678.75</b>	<b>\$48,000.00</b>

BOARD OF PENSIONS MENU OPTIONS & OTHER BENEFITS NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	Minimum
Medical Coverage: cost-based premiums for different types of coverage, enter level of coverage desired: _____ (see BOP website)	4,328.00	4,328.00	
Pension: 8.5% of Total Effective Salary (or BOP minimum \$3400)	1,842.69	1,842.69	\$3,400.00
Death and Disability: 1% of Total Effective Salary (if offering Pension) (or BOP minimum \$400)	216.79	216.79	\$400.00
Death and Disability: 2.5% of Total Effective Salary (if NOT offering Pension)			
Death and Disability Supplemental			
Temporary Disability: 0.5% of Total Effective Salary			\$200.00
Long-term Disability (if NOT offering Death and Disability)			
Dental: indicate level of coverage desired _____			
Vision Eye Wear: indicate level of coverage desired _____			
Healthcare Flexible Spending			
403B Retirement Plan: Employing Org. % of effective salary _____%			
Term Life Insurance			
Bonus / Other			
SECA @ 50%			
<i>Total Other Benefits</i>	<b>6,387.48</b>	<b>6,387.48</b>	<b>\$4,000.00</b>

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP Minimum
Continuing Education Reimbursable Expense	500.00	500.00	\$1,000.00
Professional Reimbursable Expense			
Travel (Mileage) Reimbursement - per church	3,600.00	3,600.00	\$2,500.00
Other _____			
<i>Total Professional Expenses</i>	<b>4,100.00</b>	<b>4,100.00</b>	<b>\$3,500.00</b>

	Current Year	Prior Year	MVP Minimum
<b>TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION</b>	<b>32,166.23</b>	<b>32,166.23</b>	

**OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROVISIONS – OTHER CLERGY**

1. Paid Time Off: 20 days (minimum 4 calendar weeks or 20 individual work days)
2. Study Leave: 14 days (minimum 2 calendar weeks, or 10 individual work days)
3. Other special provisions: \_\_\_\_\_
4. Other MVP recommended benefits:  
In the 7<sup>th</sup> year of ministry, Minister shall be eligible for 3 months sabbatical
5. Other required MVP benefits:  
If unused within the first year, Continuing Education FUNDS & TIME will accumulate for 3 years (beginning 1/1/2021) (This motion approved by Presbytery on 6/17/2020)



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2024 Terms of Call: CRE & Other

(available option: BOP Menu)

Name of Minister: Karol Niehaus

Church or Employing Organization: Shreve Presbyterian Church

Type of Position (please box):  Full Time  Part Time 4  
\*If less than full-time, specify the number of hours for which services are provided: 4

Position Description (please √ box):

Commissioned Ruling Elder (CRE) / Commissioned Pastor (CP)  Interim Pastor

Temporary Supply  Special Ministry (please describe): \_\_\_\_\_

Type of Terms of Call (please box)  INITIAL Terms of Call  ANNUAL Terms of Call

Compensation adequacy was reviewed with the minister by Session on 11-18-2023 (date)

Briefly explain if compensation does not meet Minimum Compensation Guidelines of MVP

Ordaining Body or Ordaining Denomination Presbyterian Church (USA)

Terms of Call approved by Session on: 12-31-2023 (date)

Terms of Call are effective from 12-31-2023 (date) to 12-31-2024 (date)

Signatures:

Karol Niehaus CRE 12.31.23  
Minister (Clergy) (date)

Larry Preberg 12-31-2023  
Clerk of Session (date)

[Signature] 12.31.23  
Moderator of Session (if Initial) / PE (COM) Chair (if annual) (date)

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# MUSKINGUM VALLEY presbytery

## TOTAL COMPENSATION – CRE & Other Positions

Name of Minister (Clergy): \_\_\_\_\_  
Church or Employing Organization: \_\_\_\_\_

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP Minimum
1. Annual Cash Salary	3984.00	4400.00	
2. Housing Allowance	816.00	880.00	
3. Employing Organization Contribution			
4. Bonus			
5. SECA (over and above 50% specified below in benefits)			
6. Other			
7. Manse			
<b>Total Effective Salary (lines 1-7)</b>	<b>4800.00</b>	<b>5280.00</b>	<b>\$48,000.00</b>

BOARD OF PENSIONS MENU OPTIONS & OTHER BENEFITS NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	Minimum
Medical Coverage: cost-based premiums for different types of coverage, enter level of coverage desired: _____ (see BOP website)			
Pension: 8.5% of Total Effective Salary (or BOP minimum \$3400)			\$3,400.00
Death and Disability: 1% of Total Effective Salary (if offering Pension) (or BOP minimum \$400)			\$400.00
Death and Disability: 2.5% of Total Effective Salary (if NOT offering Pension)			
Death and Disability Supplemental			
Temporary Disability: 0.5% of Total Effective Salary			\$200.00
Long-term Disability (if NOT offering Death and Disability)			
Dental: indicate level of coverage desired _____			
Vision Eye Wear: Indicate level of coverage desired _____			
Healthcare Flexible Spending			
403B Retirement Plan: Employing Org. % of effective salary _____%			
Term Life Insurance			
Bonus / Other			
SECA @ 50%	24.00	27.00	
<b>Total Other Benefits</b>	<b>24.00</b>	<b>27.00</b>	<b>\$4,000.00</b>

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP Minimum
Continuing Education Reimbursable Expense	300.00	300.00	\$1,000.00
Professional Reimbursable Expense			
Travel (Mileage) Reimbursement - per church	1876.00	1121.00	\$2,500.00
Other _____			
<b>Total Professional Expenses</b>	<b>2176.00</b>	<b>1421.00</b>	<b>\$3,500.00</b>

	Current Year	Prior Year	MVP Minimum
<b>TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION</b>	<b>7000.00</b>	<b>6728.00</b>	

### OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROVISIONS – OTHER CLERGY

1. Paid Time Off: 4 days (minimum 4 calendar weeks or 20 individual work days)
2. Study Leave: 2 days (minimum 2 calendar weeks, or 10 individual work days)
3. Other special provisions: \_\_\_\_\_

#### 4. Other MVP recommended benefits:

In the 7<sup>th</sup> year of ministry, Minister shall be eligible for 3 months sabbatical

#### 5. Other required MVP benefits:

If unused within the first year, Continuing Education FUNDS & TIME will accumulate for 3 years (beginning 1/1/2021) (This motion approved by Presbytery on 6/17/2020)

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2024 Terms of Call: CRE & Other  
(available option: BOP Menu)

Name of Minister: Rev. Darla Revenaugh  
Church or Employing Organization: Dresden Madison Presbyterian Church

Type of Position (please box):  Full Time  Part Time  
\*If less than full-time, specify the number of hours for which services are provided: 13

Position Description (please ✓/box):

Commissioned Ruling Elder (CRE) / Commissioned Pastor (CP)  Interim Pastor

Temporary Supply  Special Ministry (please describe): \_\_\_\_\_

Type of Terms of Call (please box)  INITIAL Terms of Call  ANNUAL Terms of Call

Compensation adequacy was reviewed with the minister by Session on 11/13/2023 (date)

Briefly explain if compensation does not meet Minimum Compensation Guidelines of MVP

Ordaining Body or Ordaining Denomination \_\_\_\_\_

Terms of Call approved by Session on: 11/13/2023 (date)

Terms of Call are effective from 1/1/2024 (date) to 12/31/2024 (date)

Signatures:

Darla Revenaugh 11/13/2023  
Minister (Clergy) (date)

Kendra Patton 11/13/2023  
Clerk of Session (date)

\_\_\_\_\_  
Moderator of Session (if Initial) / PE (COM) Chair (if annual) (date)

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TOTAL COMPENSATION - CRE & Other Positions

Name of Minister (Clergy): Rev. Darla Revennaugh  
 Church or Employing Organization: Dresden Madison Presbyterian Church

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP Minimum
1. Annual Cash Salary	3840	3500.00	
2. Housing Allowance	8160	7500.00	
3. Employing Organization Contribution			
4. Bonus			
5. SECA (over and above 50% specified below in benefits)	900.00	825.00	
6. Other			
7. Manse			
<b>Total Effective Salary (lines 1-7)</b>	<b>12,900.00</b>	<b>11,825.00</b>	<b>\$48,000.00</b>

BOARD OF PENSIONS MENU OPTIONS & OTHER BENEFITS NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	Minimum
Medical Coverage: cost-based premiums for different types of coverage, enter level of coverage desired: _____ (see BOP website)			
Pension: 8.5% of Total Effective Salary (or BOP minimum \$3400)			\$3,400.00
Death and Disability: 1% of Total Effective Salary (if offering Pension) (or BOP minimum \$400)			\$400.00
Death and Disability: 2.5% of Total Effective Salary (if NOT offering Pension)			
Death and Disability Supplemental			
Temporary Disability: 0.5% of Total Effective Salary			\$200.00
Long-term Disability (if NOT offering Death and Disability)			
Dental: Indicate level of coverage desired _____			
Vision Eye Wear: Indicate level of coverage desired _____			
Healthcare Flexible Spending			
403B Retirement Plan: Employing Org. % of effective salary _____ %			
Term Life Insurance			
Bonus / Other			
SECA @ 50%			
<b>Total Other Benefits</b>			<b>\$4,000.00</b>

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP Minimum
Continuing Education Reimbursable Expense	250.00	250.00	\$1,000.00
Professional Reimbursable Expense			
Travel (Mileage) Reimbursement - per church	500.00	500.00	\$2,500.00
Other _____			
<b>Total Professional Expenses</b>	<b>750.00</b>	<b>750.00</b>	<b>\$3,500.00</b>

TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	Current Year	Prior Year	MVP Minimum
	14,400.00	12,575.00	

OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROVISIONS - OTHER CLERGY

1. Paid Time Off: 10 days (minimum 4 calendar weeks or 20 individual work days)
2. Study Leave: 10 days (minimum 2 calendar weeks, or 10 individual work days)
3. Other special provisions:

4. Other MVP recommended benefits:

In the 7<sup>th</sup> year of ministry, Minister shall be eligible for 3 months sabbatical

5. Other required MVP benefits:

If unused within the first year, Continuing Education FUNDS & TIME will accumulate for 3 years (beginning 1/1/2021) (This motion approved by Presbytery on 6/17/2020)

Effective Salary - lines 1 through 7, parallel lines on the Board of Pensions Effective Salary Calculator. Church or Employing Organization should promptly update Effective Salary as specified on the BOP website. For Terms of Call and tax information, two Board of Pensions booklets are helpful: Understanding Effective Salary and Tax Guide for Ministers and Churches and can be found when searched on the BOP website.

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MUSKINGUM VALLEY  
presbytery

2024 Terms of Call for  
Non-Installed Ministers of Word & Sacrament

(20 hours or more per week and at least \$25,000 effective salary) (available BOP options: Minister's Choice)

Name of Minister: CHRISTOPHER P. STEWART

Church or Employing Organization: Seville Presbyterian Church (USA)

Type of Position (please  box):  Full Time  Part Time  
\*If less than full-time, specify the number of hours for which services are provided: \_\_\_\_\_

Position Description (please  box):  Interim Pastor  Temporary Supply

Special Ministry, please describe: \_\_\_\_\_

Type of Terms of Call (please  box)  INITIAL Terms of Call  ANNUAL Terms of Call  
 Renewal

Compensation adequacy was reviewed with the minister by Session on 12/20/2023 (date)

Briefly explain if compensation does not meet Minimum Compensation Guidelines of MVP

Ordaining Body or Ordaining Denomination PCUSA Upper Ohio Valley Presbytery  
12.17.1978

Terms of Call approved by Congregation on: N/A (date)

Terms of Call are effective from JAN. 1, 2024 (date) to DEC. 3, 2024 (date)

Signatures:

Christopher P. Stewart  
Minister

12/20/2023  
(date)

Amber Williams  
Clerk of Session

12/28/2023  
(date)

Moderator of Session (if Initial) / PE (COM) Chair (if annual) \_\_\_\_\_ (date)

Please send a copy of this completed form to the MVP Mission Office

Mail to: Muskingum Valley Presbytery  
PO Box 1479

Email to: [na@mvpresby.org](mailto:na@mvpresby.org)  
Tel: 330-230-7751

# MUSKINGUM VALLEY presbytery

Ashland, Ohio 44805

## TOTAL COMPENSATION – Non-Installed Ministers of Word & Sacrament

Minister's Choice options\* (must have 20 hours or more/week and at least \$25,000 effective salary)

Name of Minister: CHRISTOPHER P. STEWART

Church or Employing Organization: SEVILLE PRESBYTERIAN CHURCH (USA)

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP Minimum
1. Annual Cash Salary	30,000	26,196	
2. Housing Allowance			
3. Employing Organization Contribution			
4. Bonus			
5. SECA (over and above 50% specified below in benefits)			
6. Other			
7. Manse			
<b>Total Effective Salary (lines 1-7)</b>	<b>30,000</b>	<b>26,196</b>	<b>48,000.00</b>

BOARD OF PENSIONS *MINISTER'S CHOICE PLAN & OTHER BENEFITS NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	Minimum
Medical Coverage: cost-based premiums for different types of coverage, enter level of coverage desired: _____ (see BOP website)			
*Pension: 8.5% of Total Effective Salary			
*Death and Disability: 1% of Total Effective Salary (if offering Pension)			
Death and Disability: 2.5% of Total Effective Salary (if NOT offering Pension)			
*Temporary Disability: 0.5% of Total Effective Salary			
Long-term Disability: (if NOT offering Death and Disability)			
Death and Disability Supplemental			
Dental: indicate level of coverage desired _____			
Vision Eye Wear: indicate level of coverage desired _____			
Healthcare Flexible Spending			
403B Retirement Plan: Employing Org. % of effective salary _____%			
Term Life Insurance			
Bonus / Other			
SECA @ 50%			
<b>Total Benefits</b>	<b>2,295</b>	<b>2,004</b>	<b>\$2,500.00</b>

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP Minimum
Continuing Education Reimbursable Expense	500	0	1,000
Professional Reimbursable Expense	0	0	
Travel (Mileage) Reimbursement - per church	4000	4000	2,500
Other _____			
<b>Total Professional Expenses</b>	<b>4500</b>	<b>4000</b>	<b>3,500</b>

TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	Current Year	Prior Year	MVP Minimum
	36,795	32,200	

### OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROVISIONS – OTHER CLERGY

1. Paid Time Off: 4 WKS days (minimum 4 calendar weeks or 20 individual work days)
2. Study Leave: 1 WK days (minimum 2 calendar weeks, or 10 individual work days)
3. Other special provisions: \_\_\_\_\_

#### 4. Other MVP recommended benefits:

In the 7<sup>th</sup> year of ministry, Minister shall be eligible for 3 months sabbatical