

2024 Terms of Call: Called & Installed Ministers

(BOP requirement: Pastor Participation Benefits Program)

Name of Minister: Jeffrey D. Bergeson

Church or Employing Organization: Cambridge 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: 1/10/2024 (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): 2-11-24 (date)

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

Signatures:


Minister

2/13/2024
(date)


Clerk of Session

2-12-24
(date)

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



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: Jeffrey D. Bergeson
 Church or Employing Organization: Cambridge Presbyterian Church

EFFECTIVE SALARY (see page 3 for instructions)	2024	2023	MVP MINIMUM
1. Annual Cash Salary	\$47,500	\$41,500	
2. Housing Allowance	\$13,500	\$13,500	
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>	\$61,000	\$55,000	48,000.00

BOARD OF PENSIONS <u>PASTOR PARTICIPATION PLAN</u> & OTHER BENEFITS NOT INCLUDED IN EFFECTIVE SALARY	2024	2023	MINIMUM
Medical Coverage: 29% of Total Effective Salary (or BOP minimum of \$13,920)	\$17,690	\$15,950	13,920.00
Pension: 8.5% of Total Effective Salary (or BOP minimum of \$4,080)	\$5,185	\$4,675	4,080.00
Death and Disability: 1% of Total Effective Salary	\$610	\$550	480.00
Temporary Disability: 0.5% of Total Effective Salary	\$305	\$275	240.00
Bonus			
SECA @ 50%	\$4,575	\$4,125	
Other			
<i>Total Benefits</i>	\$28,365	\$25,575	18,720.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	2024	2023	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)	\$1,000	\$1,000	1,000.00
Professional Reimbursable Expense	\$750	\$500	
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	\$2,500	\$2,500	2,500.00
Other (medical reimbursement)	\$1,500	\$1,000	
<i>Total Professional Expenses</i>	\$5,750	\$5,000	3,500.00

	Current Year	Prior Year	MINIMUM
TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	\$95,115	\$85,575	70,220.00

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

1. Paid Time Off: 4 weeks (minimum 4 calendar weeks or 20 individual work days)
2. Study Leave: 2 weeks (minimum 2 calendar weeks, or 10 individual work days)
3. Other special provisions: (please describe)
 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.
4. Other MVP recommended benefits:
 Jeff will be eligible for a 3-month Clergy Renewal Leave (per presbytery guidelines) during the seventh year of service with the church providing continuing salary, benefits and pulpit supply in his absence. For the purposes of service calculation, Jeff's first year of service will be counted as service to First Presbyterian and Unity Presbyterian churches and the balance of the seven years will be counted as service to Cambridge Presbyterian Church. The estimated year of Clergy Renewal Leave is calendar year 2029.
5. 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)

MUSKINGUM VALLEY
presbytery

2024 Terms of Call: Called & Installed Ministers

(BOP requirement: Pastor Participation Benefits Program)

Name of Minister: Deborah Bowsher

Church or Employing Organization: Trinity 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: 35

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

Compensation adequacy was reviewed with minister by Session on: 10-15-2023 (date)

Briefly explain if compensation does not meet Minimum Compensation Guidelines of MVP
Pastor has reduced her time to less than full-time (35 hrs. per week).

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

Terms of Call approved by Congregation (if annual): 11-12-2023 (date)

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

Signatures:
Rev. Deborah Bowsher 2.18.2024
Minister (date)

Timothy S. Patten 2/18/2024
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: _____ Deborah Bowsher _____
Church or Employing Organization: _____ Trinity United Presbyterian Church _____

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary	21,875	32,500	
2. Housing Allowance	21,875	17,500	
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>	43,750	50,000	48,000.00

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)	12,687.50	14,500	13,920.00
Pension: 8.5% of Total Effective Salary (or BOP minimum of \$4,080)	3,718.75	4,250	4,080.00
Death and Disability: 1% of Total Effective Salary	437.50	500	480.00
Temporary Disability: 0.5% of Total Effective Salary	218.75	250	240.00
Bonus			
SECA @ 50%	2,500	2,500	
Other			
<i>Total Benefits</i>	19,562.50	22,000	18,720.00

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	500	600	
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	2,087.50	2,500	2,500.00
Other (please describe)			
<i>Total Professional Expenses</i>	3,587.50	4,100	3,500.00

	Current Year	Prior Year	MINIMUM
TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	66,990	76,100	70,220.00

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

1. Paid Time Off: 23 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)

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 7th 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:

Charles Wesley Jones

Church or Employing Organization:

First Presbyterian Church Old Washington

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

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

18

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

JAN 31, 2024 (date)

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

PAST WAGES / MUTUAL AGREEMENT

Ordaining Body or Ordaining Denomination

MUSKINGUM VALLEY PRESBYTERY

Terms of Call approved by Session on: JAN 31, 2024 (date)

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

DEC 31, 2024 (date)

Signatures:

Charles Wesley Jones

Feb 1, 2024

Minister (Clergy)

(date)

Merrill Baird

7-Feb-2024

Clerk of Session

(date)

C.W.J.

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

(date)

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Ashland, Ohio 44805

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Fax to: 330-230-7751

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
• Annual Cash Salary	13,600.00	13,600.00	
• Housing Allowance	9,000.00	9,000.00	
• Employing Organization Contribution			
• Bonus	1,600.00	1,600.00	
• SECA (over and above 50% specified below in benefits)			
• Other			
• Manse			
<i>Total Effective Salary (lines 1-7)</i>			\$48,000.00
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 <u>NOT</u> offering Pension)			
Death and Disability Supplemental			
Temporary Disability: 0.5% of Total Effective Salary			\$200.00
Long-term Disability (if <u>NOT</u> 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>			\$4,000.00
PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY			
Continuing Education Reimbursable Expense	Current Year	Prior Year	MVP Minimum
Professional Reimbursable Expense			\$1,000.00
Travel (Mileage) Reimbursement - per church			\$2,500.00
Other _____			
<i>Total Professional Expenses</i>			\$3,500.00
	Current Year	Prior Year	MVP Minimum
TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	23,200	21,600.00	

OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROVISIONS – OTHER CLERGY

- Paid Time Off: 6 days (minimum 4 calendar weeks or 20 individual work days)
- Study Leave: _____ days (minimum 2 calendar weeks, or 10 individual work days)
- Other special provisions: _____
- Other MVP recommended benefits:
In the 7th year of ministry, Minister shall be eligible for 3 months sabbatical
- 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,

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: _____ Kenneth Krause _____

Church or Employing Organization: _____ Northminster Presbyterian Church _____

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary	35,440.00		
2. Housing Allowance	14,000.00		
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>	49,440.00		48,000.00

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)	14,337.60		13,920.00
Pension: 8.5% of Total Effective Salary (or BOP minimum of \$4,080)	4,202.40		4,080.00
Death and Disability: 1% of Total Effective Salary	494.40		480.00
Temporary Disability: 0.5% of Total Effective Salary	247.20		240.00
Bonus			
SECA @ 50%			
Other			
<i>Total Benefits</i>	19,281.60		18,720.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)	1,000.00		1,000.00
Professional Reimbursable Expense	700.00		
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	2,500.00		2,500.00
Other (please describe) Vision & Dental Insurance	598.32		
<i>Total Professional Expenses</i>	4,798.32		3,500.00

TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	Current Year	Prior Year	MINIMUM
	73,519.92		70,220.00

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)

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 7th 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: Tim Pollock

Church or Employing Organization: Bloomfield 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: _____*

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 March 12, 2024


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

Ordaining Body or Ordaining Denomination Muskingum Valley Presbytery, PC(USA)

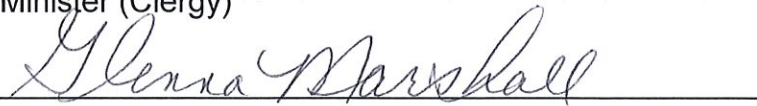
Terms of Call approved by Session on: March 12, 2024

Terms of Call are effective from May 1, 2024 to April 30, 2025

Signatures:


Minister (Clergy)

3/16/2024
(date)


Clerk of Session

3/16/2024
(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): Tim Pollock

Church or Employing Organization: Bloomfield United Presbyterian Church

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP Minimum
1. Annual Cash Salary	35,000.00	33,000.00	
2. Housing Allowance	15,000.00	15,000.00	
3. Employing Organization Contribution			
4. Bonus			
5. SECA (over and above 50% specified below in benefits)			
6. Other			
7. Manse			
<i>Total Effective Salary (lines 1-7)</i>	50,000.00	48,000.00	\$48,000.00

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)	26,682.48	26,682.48	
Pension: 8.5% of Total Effective Salary (or BOP minimum \$3400)	4250.00	4080.00	\$3,400.00
Death and Disability: 1% of Total Effective Salary (if offering Pension) (or BOP minimum \$400)	500.00	480.00	\$400.00
Death and Disability: 2.5% of Total Effective Salary (if <u>NOT</u> 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>	31,432.48	31,242.48	\$4,000.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP Minimum
Continuing Education Reimbursable Expense	1,000.00	1,000.00	\$1,000.00
Professional Reimbursable Expense			
Travel (Mileage) Reimbursement - per church	250.00	250.00	\$2,500.00
Other _____			
<i>Total Professional Expenses</i>	1,250	1,250	\$3,500.00

	Current Year	Prior Year	MVP Minimum
TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	82,682.48	80,492.48	

OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROVISIONS – OTHER CLERGY

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

4. Other MVP recommended benefits:

In the 7th 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)

MUSKINGUM VALLEY
presbytery

2024 Terms of Call: Called & Installed Ministers

(BOP requirement: Pastor Participation Benefits Program)

Name of Minister: David Rice

Church or Employing Organization: First Presbyterian Church Wooster

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: May 1, 2024

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

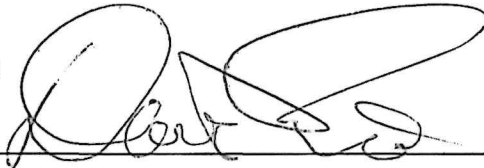
Terms of Call approved by Presbytery (if Initial): _____ (date)

Terms of Call approved by Congregation (if annual): May 5, 2024

Terms of Call are effective from: 6/1/24 to 5/31/25

Signatures:

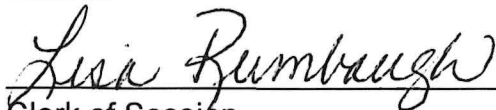
Minister



5-5-2024

(date)

Clerk of Session



5-5-2024

(date)

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

(date)

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Phone number: 330-230-7751

2024 Terms of Call: Called & Installed Ministers

(BOP requirement: Pastor Participation Benefits Program)

Name of Minister: Joseph Svancara

Church or Employing Organization: New Philadelphia 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: 1/16/24 (date)

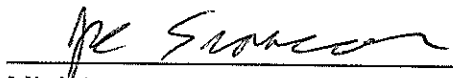
Briefly explain if compensation does not meet Minimum Compensation Guidelines of MVP

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

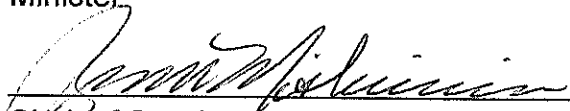
Terms of Call approved by Congregation (if annual): 2/25/24 (date)

Terms of Call are effective from: 4/1/2024 (date) to 3/31/2025 (date)

Signatures:


Minister

2/25/24
(date)


Clerk of Session

2/25/24
(date)

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

(date)

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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: Joseph Svancara

Church or Employing Organization: First Presbyterian Church of New Philadelphia

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary	\$43,920.00	\$42,000.00	
2. Housing Allowance	\$6,000.00	\$6,000.00	
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>	\$49,920.00	\$48,000.00	48,000.00

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)	\$14,476.00	\$13,920.00	13,920.00
Pension: 8.5% of Total Effective Salary (or BOP minimum of \$4,080)	\$4,244.00	\$4,080.00	4,080.00
Death and Disability: 1% of Total Effective Salary	\$499.00	\$480.00	480.00
Temporary Disability: 0.5% of Total Effective Salary	\$250.00	\$240.00	240.00
Bonus			
SECA @ 50%			
Other - Dental and Vision	\$490.00	-0-	
<i>Total Benefits</i>	\$19,962.00	\$18,720.00	18,720.00

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

TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	Current Year	Prior Year	MINIMUM
	\$74,382.00	\$70,220.00	70,220.00

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)

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 7th year of ministry, Minister shall be eligible for 3 months sabbatical

MUSKINGUM VALLEY presbytery

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)

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.

If you have questions, please visit the BOP website (www.pensions.org) or contact Member Services at 800.773.7752.

Luke Choi is the MVP BOP Representative. He can be reached at 215-587-7463 or lchoi@pensions.org.

DESCRIPTION OF COMPONENTS OF EFFECTIVE SALARY

Annual Cash Salary

Include all annual cash salary. Also include employee contributions to 403(b)(9) plans, tax-sheltered annuity plans, salary reduction contributions to flexible health spending accounts, and cafeteria plans.

Housing Allowance

Include all housing, utility, and furnishing allowances.

Employing Organization Contributions

Include employing organization contributions to 403(b)(9) plans, tax-sheltered annuity plans, and equity allowances. Matching contributions to the Board's optional Retirement Savings Plan are not included in Total Annual Effective Salary.

Bonus

Include bonuses, un-vouchered professional expense allowances, gifts from employing organizations, and manse equity allowances (unless contributed to a qualified deferred compensation program). Also include year-end or other bonuses, un-vouchered allowances (such as expenses that are not paid through an accountable reimbursement plan), down payment grants for the purchase of a home, savings from interest-free or interest-reduced loans (not loan principal), and gifts paid by the employing organization. (Gifts received directly from private donors or honoraria are NOT included.)

SECA

If the church or employing organization pays for or reimburses the member for more than 50% of their Self-Employment Contribution Act (SECA) tax obligations, then the amount in excess of 50% of the expense must be included in this line.

Other

Include all other forms of compensation not otherwise covered in the fields above, including medical deductible and medical expense reimbursement allowances not paid through a group benefit plan, insurance premiums for additional insurance coverage provided for individual employees (premiums for group plan coverage are not included), and others.

Manse

The Manse amount must be at least 30% of the fields above for members residing in employer-provided housing.

PROFESSIONAL EXPENSES (not included in effective salary)

Continuing Education \$ and time, if unused in current year, will accumulate up to a maximum of 3 years (starting 1/1/2021).

Travel (Mileage) Reimbursement: \$2500/year for a single church; \$3739/year if yoked; or as submitted as an expense reimbursable at the current IRS mileage rates found on the IRS website (<https://www.irs.gov/tax-professionals/standard-mileage-rates>).

Part-time work shall be compensated on a pro-rated-basis. Minimum effective salary may or may not apply to positions other than Commissioned Pastors. Contact MVP's Parish Elders for guidance on "Other Temporary Positions".

The PC(USA) Book of Order recognizes two employment categories for Clergy: Permanent (Called & Installed) and Temporary: Pastors Commissioned to a particular Church (CP) or (CRE), Temporary Supply Pastor (TS) and Interim Pastor (IP). These positions are established between the Minister and the Session with the approval of Parish Elders for a period of up to one year (G2.0504b). "Special Ministries" can be defined by the hiring organization. If a Special Ministry will be given benefits through the Board of Pensions to an ordained person, this TOC form will be used to establish benefit levels.

MUSKINGUM VALLEY
presbytery

2024 Terms of Call: CRE & Other

(available option: BOP Menu)

Name of Minister: Merlin A. Wentworth CP

Church or Employing Organization: _____

Type of Position (please box): Full Time *Part Time
*If less than full-time, specify the number of hours for which services are provided: 1/4 = 13 hrs. weekly

Position Description (please \checkmark 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 Dec. 3 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: Dec. 3 2023 (date)

Terms of Call are effective from Jan. 1 2024 (date) to Dec. 31 2024 (date)

Signatures:

Merlin A. Wentworth
Minister (Clergy)

February 4, 2024
(date)

Donna A. O'Quinn
Clerk of Session

February 4 2024
(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
Ashland, Ohio 44805

Email to: na@mvpresby.org
Fax to: 330-230-7751

TOTAL COMPENSATION – CRE & Other Positions

Name of Minister (Clergy): Merlin A. Wentworth C.P.
Church or Employing Organization: Antrim Presbyterian

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP Minimum
1. Annual Cash Salary	5,400.00	5,400.00	
2. Housing Allowance	5,400.00	5,400.00	
3. Employing Organization Contribution			
4. Bonus			
5. SECA (over and above 50% specified below in benefits)			
6. Other			
7. Manse			
Total Effective Salary (lines 1-7)	10,800.00	10,800.00	

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)			
Death and Disability: 1% of Total Effective Salary (if offering Pension) (or BOP minimum \$400)			
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			
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%			
Total Other Benefits			

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

	Current Year	Prior Year	MVP Minimum
TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	14,300.00	14,300.00	

OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROVISIONS – OTHER CLERGY

1. Paid Time Off: 4 weeks 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 7th 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)