2024 Terms of Call: CRE & Other

(available option: BOP Menu)

Name of Minister: Tab: the Willia	rms
Church or Employing Organization: First Prest	byterian Loudonvi
Type of Position (please box):	es are provided: 20 hours
Position Description (please \square box):	"service with
Commissioned Ruling Elder (CRE) / Commissioned Pastor (C	CP)
☐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 Se	ession on Sept. 17 2 (date)
Briefly explain if compensation does not meet Minimum Comp	
Ordaining Body or Ordaining Denomination	
Terms of Call approved by Session on: Sept. 17, 2024 (da	ate)
Terms of Call are effective from $1 - 1 - 2025$ (date) to	
Signatures:	Sent year street feet formand
Jalitha R Williams	10-4-2024
Minister (Clergy)	(date)
Janet alyers	10-4-24
Clerk of Session	(date)
A money family palace	
Moderator of Session (if Initial) / PE (COM) Chair (if annual)	(date)
Please send a conv of this completed form to the M	VD Minning Office
Please send a copy of this completed form to the M	VF WIISSION OINCE

Mail to: Muskingum Valley Presbytery

PO Box1479

Ashland, Ohio 44805

Email to: na@mvpresby.org

Fax to: 330-230-7751



TOTAL COMPENSATION - CRE & Other Positions

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP Minimum
1. Annual Cash Salary	18,500.	18,000,	and the second s
2. Housing Allowance	The second secon		
3. Employing Organization Contribution	5, 500.	6,000.	
4. Bonus			
SECA (over and above 50% specified below in benefits)			
6. Other			water out of the second
	Account to the second s	A. A	
7. Manse	Control to a series of the ser		
Total Effective Salary (lines 1-7)	24,000.	24 000.	\$48,000.00
BOARD OF PENSIONS MENU OPTIONS &	Current Year	Prior Year	Minimum
OTHER BENEFITS NOT INCLUDED IN EFFECTIVE SALARY	Odiront roar	111011001	
fedical Coverage: cost-based premiums for different types of coverage,			
enter level of coverage desired: (see BOP website)	3840.	3421.	
ension: 8.5% of Total Effective Salary (or BOP minimum \$3400)	3840.	2040.	\$3,400.00
Peath and Disability: 1% of Total Effective Salary (if offering Pension) (or	T	0 .0	
SOP minimum \$400)	240.	240.	\$400.00
Death and Disability: 2.5% of Total Effective Salary (if <u>NOT</u> offering Pension) Death and Disability Supplemental			
emporary Disability: 0.6% of Total Effective Salary	1.10.2	01/02	\$200.00
ong-term Disability (if NOT offering Death and Disability)	249,30	249.30	\$200.00
Dental: indicate level of coverage desired	11170	155.22	
/ision Eye Wear: indicate level of coverage desired	12 24	133.24	
lealthcare Flexible Spending	20,07	de. d7	
03B Retirement Plan: Employing Org. % of effective salary%			
erm Life Insurance			
Bonus / Other			01004
SECA @ 50%			
Total Other Benefits	6,615.42	6,128,70	\$4,000.00
PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP Minimum
Continuing Education Reimbursable Expense	750.	750.	\$1,000.00
Professional Reimbursable Expense	500.	500.	58
ravel (Mileage) Reimbursement - per church	1870.	1870.	\$2,500.00
Other Total Professional Expenses	2/20	3/20.	\$3,500.00
	31001	olde:	50,000.0
a assa abus funktima, specify the number parious for which	Current Year	Prior Year	MVP Minimum
TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	03 7,35,48	30 248,	0
OTHER NON-FINANCIAL BENEFITS AND SPECIAL PR	ROVIŠIONS – OTH	ER CLERGY	
1. Paid Time Off: 10 days (minimum 4 calendar weeks of	r 20 individual we	ark days)	
2. Study Leave: 5 days (minimum 2 calendar weeks,			
3. Other special provisions:	o. To marriagar w	ork days;	
4 Ohlor BBVD recommended by 5th-			
 Other MVP <u>recommended</u> benefits: In the 7th year of ministry, Minister shall be eligible for 3 mg 			
in the in their of ministry diffictor chall be elimined for 2 for	iconteduce entre		

2024 Terms of Call: CRE & Other

(available option: BOP Menu)

Name of Minister: Tabitha Williams	
Church or Employing Organization: Perrysville First	t Presbyterian Church
Type of Position (please box):	ces are provided: 20 hours
Position Description (please √box):	Loudon
X 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 Ca	II X ANNUAL Terms of Call
Compensation adequacy was reviewed with the minister by	Session on <u>09-29-24</u> (date)
Briefly explain if compensation does not meet Minimum Com	pensation Guidelines of MVP
Ordaining Body or Ordaining Denomination	
Terms of Call approved by Session on: 09-29-24 (date)	
Terms of Call are effective from <u>01-01-2025</u> (date) to <u>12-31-20</u>	025 (date)
Signatures:	
Jalitha R Williams Minister (Clergy) Olathy J. Duni Clerk of Session	10-3-2024
Minister (Clergy)	(date)
Stathen & Duni	10-3-2024
Clerk of Session	(date)
Moderator of Session (if Initial) / PE (COM) Chair (if annual)	(date)
Please send a copy of this completed form to the I	MVP Mission Office

Mail to: Muskingum Valley Presbytery

PO Box1479

Ashland, Ohio 44805

Email to: na@mvpresby.org

Fax to: 330-230-7751



TOTAL COMPENSATION - CRE & Other Positions

Name of Minister (Clergy): Tabitha Williams

Church or Employing Organization: First Presbyterian Church of Perrysville

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP Minimum
1. Annual Cash Salary	18.500	18,000	101.41 100111111111111111111111111111111
2. Housing Allowance			
3. Employing Organization Contribution	5,500	6,000	parties and the contract of th
4. Bonus			
5. SECA (over and above 50% specified below in benefits)		Tasto,	
6. Other			
7. Manse			The second secon
Total Effective Salary (lines 1-7)	24,000.00	24,000.00	\$48,000.00

BOARD OF PENSIONS MENU OPTIONS &	Current Year	Prior Year	Minimum
OTHER BENEFITS NOT INCLUDED IN EFFECTIVE SALARY		· Hoi real	**************
Medical Coverage: cost-based premiums for different types of coverage, enter level of coverage desired: PPO (see BOP website)	3,840	3420.84	
Pension: 8.5% of Total Effective Salary (or BOP minimum \$3400)	2040	2040	\$3,400.00
Death and Disability: 1% of Total Effective Salary (if offering Pension) (or BOP minimum \$400)	240	240	The second secon
Death and Disability: 2.5% of Total Effective Salary (if NOT offering Pension)			\$400.00
Death and Disability Supplemental			
Temporary Disability: 0.5% of Total Effective Salary	249.30	040.00	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~
Long-term Disability (if NOT offering Death and Disability)	249.30	249.30	\$200.00
Dental: indicate level of coverage desired PPO	222.78	455.00	
Vision Eye Wear: indicate level of coverage desired		155.22	科图 与
Healthcare Flexible Spending	23.34	23.34	THE RESIDENCE OF THE PARTY OF T
403B Retirement Plan: Employing Org. % of effective salary %	A Secretary of		
Term Life Insurance			
Bonus / Other	CONTRACTOR	term torribe or	FNOS
SECA @ 50%			
Total Other Benefits	6,615.42	6,128,70	\$4,000.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY Continuing Education Reimbursable Expense	Current Year	Prior Year	MVP Minimum
Professional Reimbursable Expense	250	250	\$1,000.00
Trucel (Milese) Drive	250	250	
Travel (Mileage) Reimbursement - per church	1870	1870	\$2,500.00
Other			Va.,500.00
Total Professional Expenses	2,370.00	2,370.00	\$3,500.00

TOTAL COST TO CHARGE OF THE COST	Current Year	Prior Year	MVP Minimum
TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	32,985.42	32,498.70	

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: 5 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)

TERMS OF CALL FOR ALL PASTORS 2025

Name of Minister: <u>Joseph Svancara</u>
Church or Employing Organization: First Prestanterian Church of Deer Philadelphia
Type of Position (please ✓ box):
Type of Terms of Call (please ✓ box): □INITIAL Terms of Call #ANNUAL Terms of Call
Compensation adequacy was reviewed with minister by Session on: 8/20/24 (date)
Terms of Call approved by Presbytery (if initial):(date)
Terms of Call approved by Congregation (for Installed Pastors only): 10/13/24 (date)
Terms of Call are effective from: 1/1/2025 (date) to 12/31/25 (date)
Consorting Editor than School and the consorting to the state of the s
Signatures:
Mc Sa- 10/12/24
Minister (date)
Kuullakeumin 10/13/24
Clerk of Session (date)
Moderator of Session (if initial) / PE (COM) Chair (if annual) (date)
DI EASE SEND A COMPLETED CODY OF DIACES 2. 2 and 4 with airmstruce to any State of S
PLEASE SEND A COMPLETED COPY OF PAGES 2, 3, and 4 with signatures to our Stated Clerk, Alison Blondheim.
Exercise and the second of the

Mail to: Muskingum Valley Presbytery

PO Box 1479

Ashland, OH, 44805

Email to: alison@mvpresby.org

Office: 330-230-7751

Name of Minister: <u>JOSEPH SVAN CAVA</u>
Church or Employing Organization: <u>First Presbyterias Church of New Philadelphia</u>

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Annual Cash Salary (Required)	40640,00	43440.00	
2. Housing Allowance (Required)	19416.00	43440.00 15326.00	
3. Employing Organization Contribution		Ja William Calle	H 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
⁴ . Bonus			
5. SECA over and above 50% specified below			
⁶ . Other		es of Carl (pleas	
7. Manse			
Total Effective Salary (lines 1-7)	60056,00	58766,00	48,000.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)	3000.00	2000.00	1,000.00
Professional Reimbursable Expense			reeminegië
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	2500,00	2500.00	2,500.00
Other (please describe)			I Harris Garage
Total Professional Expenses	5500.00	4500.00	3,500.00

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: _		days (minimum 2 calendar weeks, or 10 individual work days)
3. Other special p		please describe)

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).

Fringe Benefits	Curren	t Year	
Pension: 8.5% of Total Effective Salary	5/05.00		
Death and Disability: 1% of Total Effective Salary	601	. 00	
Temporary Disability: 0.5% of Total Effective Salary	301		
SECA @ 50% (not required)	ALTERNATION AND AND AND AND AND AND AND AND AND AN		
Bonus (not required)		teritorio de la companya de la comp	
COVENANT PACKAGE			
TRANSITIONAL PASTOR'S PARTICIPATION			
CONGREGATIONAL PASTORS PACKAGE			
circle one	Paid by Church	Paid by Pastor	
Medical Coverage:	9609,00	d	
Dental Coverage:		d	
Vision Coverage:	>367.00	φ	
Total Benefit Contributions from Church and Pastor Respectively	15,983,00		
	Current Year	Prior Year	
TOTAL COST TO CHURCH	81539.00	86552.00	
TOTAL COST TO PASTOR	ø	ø	

TERMS OF CALL FOR ALL PASTORS 2025

Name of Minister: Richard Hastings	province to accommod your off
Church or Employing Organization: Pioneer Presbyten	ian Church
Type of Position (please ✓ box): □Full Time *If less than full-time, specify the number of hours for	X Part Time which services are provided:
Type of Terms of Call (please ✓ box): ☐ INITIAL Term	s of Call XANNUAL Torms of Call
Compensation adequacy was reviewed with minister by	Session on: 11/14/2024 (date)
Terms of Call approved by Presbytery (if initial):	(date)
Terms of Call approved by Congregation (if annual):	(date)
Terms of Call are effective from: January 1, 2025	date) to December 31, 2025 (date)
ACCOUNTER	(uate)
1207 - 270-1	
Signatures:	A SUPERIOR STATE OF THE STATE O
(00 /2 Ext. 1/2)	
Amister	(date)
Severly L. Channer	11-24-24
Clerk of Session	(date)
Moderator of Session (If initial) / PE (COM) Chair (if ann	ual) (date)
	(water)
PLEASE SEND A COMPLETED COPY OF PAGES 2, 3.	and 4 with signatures to our Stated Clerk, Alisc
and a contract to a contract of the contract wants described to	
lail to: Muskingum Valley Presbytery PO Box 1479 Ashland, OH, 44805	Email to: alison@mvpresby.org Office: 330-230-7751

Name of Minister: Richard Hastings

Church or Employing Organization: Pioneer Presbyterian Church

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Annual Cash Salary (Required)	21,912	20,928	
2. Housing Allowance (Required)	27,600	24,000	
3. Employing Organization Contribution	12-12-12-12-12-12-12-12-12-12-12-12-12-1		
4. Bonus	Time To Jes	\$ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	lana nita e ni
5. SECA over and above 50% specified below	3,788	3,437	The Park
6. Other Flexible Health Spending Account	-3,300	-3,050	
7. Manse			14.10.00
Total Effective Salary (lines 1-7)	50,000	45,315	48,000.00

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			
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yound churches)	4,500	4,500	2,500.00
Other (please describe)			
Total Professional Expenses	5,500	5,500	3,500,00

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

1.Paid Time Off:	20	days	(minimum 4	l calendar	weeks	or 20	Individual	work	danal
2.Study Leave: _	10	days	(minimum 2	2 calendar	syeem.	or 10	individual	unnel	dayo
3. Other special	orovisions: (nlase	a describei				. MARKER GRANGE	MARCH N	way b

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).

Fringe Benefits	Curren	rt Year
Pension: 8.5% of Total Effective Salary	4,250	
Death and Disability: 1% of Total Effective Salary	500	
Temporary Disability: 0.5% of Total Effective Salary	250	
SECA @ 50% (not required)		
Bonus (not required)	and the state of t	
COVENANT PACKAGE	en e	
TRANSITIONAL PASTOR'S PARTICIPATION		
GONGREGATIONAL PASTORS PAGKAGE		
Circle one	Paid by Church	Paid by Pasto
Medical Coverage: 1/2 Pastor and Spouse, medicare + supplement	3,958.02	
Dental Coverage:		
Vision Coverage;		
Total Benefit Contributions from Church and Paster Respectively	8,958.02	
he has the consessor governor bond that a strong section of the se	Current Year	Prior Year
TOTAL COST TO CHURCH	64,458.02*	74,021
TOTAL COST TO PASTOR	in things de the	

^{*} Reflects savings from switch to Medicare.



2024 Terms of Call: CRE & Other

(available option: BOP Menu)

Name of Minister: CRE Katie Watson	
Church or Employing Organization: First United Presb	oyterian Church of Alliance
Type of Position (please box): Full Time X *P *If less than full-time, specify the number of hours for which service	es are provided: 25-30 hrs/wk
Position Description (please √box):	
X Commissioned Ruling Elder (CRE) / Commissioned Pastor (C	P) Interim Pastor
☐ Temporary Supply ☐ Special Ministry (please describe):	
Type of Terms of Call (please box) INITIAL Terms of Ca	all X ANNUAL Terms of Call
Compensation adequacy was reviewed with the minister by Se	ession on October 21, 2024 (date)
Briefly explain if compensation does not meet Minimum Compo	ensation Guidelines of MVP
CRE Katie Watson's compensation is based on a schedule of 30 hours per week, rather than	
Ordaining Body or Ordaining Denomination: Commissioned by PC(USA) Presbytery	y Muskingum Valley Presbytery, a
Terms of Call approved by Session on: October 21, 2024 (date	e)
Terms of Call are effective from October 21, 2024 (date) to Dec	cember 31, 2025 (date)
Signatures:	
Kethen T Western	10-29-24
Minister (Clergy)	(date)
End trans	10-29-24
Clerk of Session	(date)
End Tare Visited Color De 1990 a 1099 de 1099 des contras de	10-29-24
Moderator of Session (if Initial) / PE (COM) Chair (if annual)	(date)
Please send a copy of this completed form to the M	IVP Mission Office

Pg 1of 3

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Ashland, Ohio 44805

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TOTAL COMPENSATION - CRE & Other Positions

Name of Minister (Clergy): Katic Watoon	lame of Minister, CRC Ketic Walson
Church or Employing Organization: First United	Presbyterion Church

EFFECTIVE SALARY (see page 3 for Instructions)	Current Year	Prior Year	MVP Minimum
1. Annual Cash Salary			
2. Housing Allowance		THE PROPERTY OF THE PROPERTY O	The second secon
3. Employing Organization Contribution			
4. Bonus	alin hirritori dirina, saintari filimatis kuris konta tonin usak kun oraliza yainta kurista kun orali kun orali	data articular del considera que recien de la considera de la considera de la considera del considera de la considera de la considera del considera de la considera della considera della considera de la considera della considera della considera de la cons	
5. SECA (over and above 50% specified below in benefits)	(XOQ V 88	aeto) Nunga	t agu nomac
6. Other			
7. Manse	U \ (BMJ) Yeb):	e graux bar	Commissivi
Total Effective Salary (lines 1-7)	\$38,400.00	NA	\$48,000.0

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)	NA SASSI	NA NA	relito egyl
Pension: 8.5% of Total Effective Salary (or BOP minimum \$3400)	\$3,400.00	NA	\$3,400.00
Death and Disability: 1% of Total Effective Salary (if offering Pension) (or BOP minimum \$400)	\$400.00	NA	\$400.00
Death and Disability: 2.5% of Total Effective Salary (if NOT offering Pension)	NA NA	NA	SICX OVER 18 THE
Death and Disability Supplemental	NA	NA	**************************************
Temporary Disability: 0.5% of Total Effective Salary	\$200.00	NA	\$200.00
Long-term Disability (if NOT offering Death and Disability)	NA	NA	
Dental: indicate level of coverage desired	NA	NA	BEDEROSERVAL FORESTEN ST. F.
Vision Eye Wear: indicate level of coverage desired	NA	NA VO	THE PARTY OF THE P
Healthcare Flexible Spending	NA	NA	continue and an arrange of the Arran
403B Retirement Plan: Employing Org. % of effective salary%	NA NA	NA NA	CONTRACTOR
Term Life Insurance	NA	NA	THE PERSON NAMED IN THE PERSON OF THE PERSON
Bonus / Other	NA	NA	Hetty
SECA @ 50%	NA	NA NA	ed lu annai
Total Other Benefits	\$4,000.00	NA	\$4,000.00

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

With the Committee of t	Current Year	Prior Year	MVP Minimum
TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	\$45,900.00	NA	SC ID ALSIV

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: 10 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



2024-2025 Terms of Call: Called & Installed Ministers

(BOP requirement: Pastor Participation Benefits Program)

Name of Minister:M	lichael Wallace	sostisW isenciW _ tremmi/ to enter
Church or Employing Org	anization: Chr	ist Presbyterian Church
Type of Position (please I bo		□ Part Time for which services are provided:
Type of Terms of Call (please	e 🏻 box): 🔲 INITIAL T	erms of Call X ANNUAL Terms of Call
Compensation adequacy was	reviewed with ministe	r by Session on: <u>August 25, 2024</u> (date
Briefly explain if compensation	n does not meet Minim	um Compensation Guidelines of MVP
Terms of Call approved by Pre	esbytery (if Initial):	(date)
Terms of Call approved by Co	ngregation (if annual)	:August 25, 2024(date
Terms of Call are effective from (date)	m: <u>July 1, 2024</u>	(date) to <u>June 30, 2025</u>
Signatures:		
Michael 7 Walla Minister Thank B In	re	8/25/24
Minister	S seed out to see S S S	(date)
hanny B du	·	8 /25 /24
Clerk of Session		(date)
		128 1288/124-01 R.c.
Moderator of Session (if initial)) / PE (COM) Chair (if	annual) (date)
Please send a copy of this of	completed form to the	e MVP Mission Office
Mail to: Muskingum Valley Pro PO Box 1479 Ashland, OH, 44805	esbytery	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 <u>Installed Ministers</u> are required to use the Board of Pensions "Pastor Participation Benefits Program" as seen in section 2)

Name of Minister: Michael Wallace

Church or Employing Organization: Christ Presbyterian Church

	2024-2025	2023-2024	Harishika
EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary	43,232.04	38,346.14	A 2024 V 1
2. Housing Allowance	23,200.00	23,200.00	\$ Na.02 519
3. Employing Organization Contribution	0.00	0.00	5 P.85 139 11
4. Bonus - Additional Employer Contribution 403b	0.00	3,600.00	
5. SECA over and above 50% specified below	5,082.05	4,708.28	
6. Other		0.00	
7. Manse and advantage and advantage of the	Dewelver assure	success nouse	9 BOMBO
Total Effective Salary (lines 1-	7) \$71,514.09	\$69,854.42	48,000.00

BOARD OF PENSIONS PASTOR PARTICIPATION PLAN &	Current Year	Prior Year	MINIMUM
OTHER BENEFITS NOT INCLUDED IN EFFECTIVE SALARY			NAME AREAS CASES
Medical Coverage: July-December 2024	10,369.54	20 20 20	
29% of Total Effective Salary (or BOP minimum of \$13,920)	10,303.34	20,257.78	
Medical Coverage: January-June 2025	11,799.83		
33% of Total Effective Salary (or BOP minimum of \$13,920)	11,799.03		13,920.00
Pension: 8.5% of Total Effective Salary (or BOP minimum of \$4 080)	6,078.70	2 007 00	
Death and Disability: 1% of Total Effective Salary		5,937.63	4,080.00
Temporary Disability: 0.5% of Total Effective Salary	715.14	698.54	480.00
Popula Emplayer 400h O	357.57	349.27	240.00
Bonus – Employer 403b Contribution	6,000.00	3,600.00	
SECA @ 50%	5,082.05	4,708.28	
Other - Dental, vision, and supplemental death	1,594.08	1,594.08	
Total Benefits	\$41,996.91	\$37.145.58	18.720.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)	1,750.00	1,750.00	1,000.00
Professional Reimbursable Expense	1,250.00	1,250.00	1,000.00
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches) Other (please describe)	2,500.00	2,500.00	2,500.00
Total Professional Expenses	\$5,500.00	\$5,500.00	3,500.00

TOTAL COOT TO CHARGING THE	Current Year	Prior Year	MINIMUM
TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROV		\$112,500.00	70,220.00

- 1. Paid Time Off: 30 Days with no more than 4 Sundays Off (minimum 4 calendar weeks or 20 individual work days)
- 2. Study Leave: 10 Days with no more than 2 Sundays off (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)



2024-2025 Terms of Call: Called & Installed Ministers

(BOP requirement: Pastor Participation Benefits Program)

Name of Minister:	Ben George		teg mershald to e	
Church or Employing	Organization:	Christ Presbyteriar	Church	
Type of Position (please *If less than full-time, sp			e s are provided:	
Type of Terms of Call (p	olease 🏻 box): 🔲 INITIA	L Terms of Call X	ANNUAL Terms of	Call
Compensation adequacy	was reviewed with mini	ister by Session on:	August 25, 2024	(date)
Briefly explain if compens	sation does not meet Mi	nimum Compensatio	n Guidelines of MV	P
Terms of Call approved by	by Presbytery (if Initial):	(753 to 1 % to 1 may 1 m	(date)	
Terms of Call approved b	by Congregation (if ann	ual):August 25, 20)24	(date)
Terms of Call are effectiv (date)	re from: <u>July 1, 2024</u>	(date) to _	June 30, 2025	4032 \$ 400 a
Signatures:			4361635 - JANO688370	
Mark	1.250.00	Harris Company of the Company of the Harris	8/25/24	Empl)
Minister			(date)	
Thank B &	2		8/25/24	
Clerk of Session	184 (1967)	CHER HORES	(date)	
COLUMN STATE OF THE STATE OF TH		- 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	NATORCHAND	
Moderator of Session (if i	initial) / PE (COM) Chair	r (if annual)	(date)	
Please send a copy of	this completed form to	the MVP Mission (<u>Office</u>	
Mail to: Muskingum Valle PO Box 1479 Ashland OH 44	softeddisa adlinem Daoi abligi	Email to: na@Phone numbe	mvpresby.org r: 330-230-7751	



Total Compensation - Called & Installed

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

Name of Minister: Ben George

Church or Employing Organization: Christ Presbyterian Church

Consideration of the Control of the	2024-2025	2023-2024	Hanatha
EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary	42,290.00	39,793.06	10 sq/1
2. Housing Allowance	26,400.00	25,400.00	S Gard NO
3. Employing Organization Contribution	0.00	0.00	
4. Bonus – Additional Employer Contribution 403b	0.00	1,200.00	
5. SECA over and above 50% specified below	5,254.79	4,987.27	W 054 6 1
6. Other	were the second	0.00	
7. Manse and assessment of the ball of the	WEIVER BEN VO	aunata euro	a arrandu 📗 💮
Total Effective Salary (lines 1-7)	\$73,944.79	71,380.33	48,000.00

BOARD OF PENSIONS PASTOR PARTICIPATION PLAN & OTHER BENEFITS NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MINIMUM
Medical Coverage: July-December 2024 29% of Total Effective Salary (or BOP minimum of \$13,920)	10,721.99	20,700.30	
Medical Coverage: January-June 2025 33% of Total Effective Salary (or BOP minimum of \$13,920)	12,200.89		13,920.00
Pension: 8.5% of Total Effective Salary (or BOP minimum of \$4,080)	6,285.31	6,067.33	4,080.00
Death and Disability: 1% of Total Effective Salary	739.45	713.80	480.00
Temporary Disability: 0.5% of Total Effective Salary	369.72	356.90	240.00
Bonus - Employer 403b Contribution	2,400.00	1,200.00	33
SECA @ 50%	5,254.79	4,987.27	
Other - Dental, vision, and supplemental death	1,594.08	1,594.08	1
Total Benefits	\$39,566.23	\$35,619.68	18,720.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)	1,750.00	1,750.00	1,000.00
Professional Reimbursable Expense	1,250.00	1,250.00	
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	2,500.00	2,500.00	2,500.00
Other (please describe)	***************************************		
Total Professional Expenses	\$5,500.00	\$5,500.00	3,500.00

(3.55)	Current Year	Prior Year	MINIMUM
TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	\$119,011.02	\$112,500.01	70,220.00

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

- 1. Paid Time Off: 30 Days with no more than 4 Sundays Off (minimum 4 calendar weeks or 20 Individual work days)
- 2. Study Leave: 10 Days with no more than 2 Sundays off (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 <u>FUNDS & TIME</u> will accumulate for 3 years (beginning 1/1/2021) (This motion was approved by Presbytery on 6/17/2020)

Muskingum Valley Presbytery 2024 Terms

Name of I	Winister:	Rev. Robert Meyer	

Church Organization:

First Presbyterian Church of Seville Ohio

dba Seville Presbyterian Church

Type of Position: Temporary Supply

Type of Terms of Call: Part Time - Lead Worship Twice a Month

Meetings - Session, Worship & other if necessary

Visitation to hospitals, communion to shut-ins if needed, new members is desired or member needs,

Occasional Needs: Funerals, Weddings,

Other Considerations: Christmas Eve

Terms of Call are effective from: 8/1/2024 to 12/31/2024

Signatures:

Minister: / Colif Mayor Date: 8/12/24

Clerk of Session: Ambex Williams Date: 10/20/24

Compensation:

Monthly \$750.00

Extra Worship Services \$250.00 per week

SECA

50%

Mileage

\$0.67

TERMS OF CALL FOR ALL PASTORS

	2020		
	Name of Minister: RAMI MICHAEL	ALMAQ DAST	
	Church or Employing Organization: Millers burg F	First Presbyterian Church	
	Type of Position (please ✓ box): □Full Time *If less than full-time, specify the number of hours for which s	A STATE OF THE PROPERTY OF THE	
	Type of Terms of Call (please ✓ box): ☐ INITIAL Terms of Call	The state of the s	
	Compensation adequacy was reviewed with minister by Sessi	ion on: _//-20-24 (date)	
	Terms of Call approved by Presbytery (if initial):	(date)	
	Terms of Call approved by Congregation (for Installed Pastor	rs only):(date)	
	Terms of Call are effective from: (date) to	o 12-31-25 (date) unless	
		terminated sooner by either par	+0
	Signatures:		
	Rain Away dass	12-8-1024	
	Minister	St makes to State Interest (date)	
	Unoul anoney	12/8/24 - 1 - 1 - 1 - 1 - 1 - 1	
	Clerk of Session	(date)	
Daylor	Rami Almagdaezi	12-8-2024	
1 0000	Moderator of Session (if initial) PE (COM) Chair (if annual)	(date)	
	PLEASE SEND A COMPLETED COPY OF PAGES 2, 3, and 4	4 with signatures to our Stated Clerk, Alison	

PLEASE SEND A COMPLETED COPY OF PAGES 2, 3, and 4 with signatures to our Stated Clerk, Ali Blondheim.

Mail to: Muskingum Valley Presbytery

PO Box 1479

Ashland, OH, 44805

Email to: alison@mvpresby.org

Office: 330-230-7751

Name of Minister: RAMI MICHAEL ALMAQDAST
Church or Employing Organization: Millers burg First Pres by Kerlan Church

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required) (HALF TIME)	24,000	47,613	24.000
2. Housing Allowance (Required)		(1) Yang manan	Mane of M
3. Employing Organization Contribution	STAME THE		Grunda or B
4. Bonus	we had god		
5. SECA over and above 50% specified below	The state of the s		
6. Other Dental Stipend	1.632	1.632	Compagns at
7. Manse 30% of Above	7.689	14,284	2016 2mm?
Total Effective Salary (lines 1-	7) 33, 321	63,529	48,000.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year /, 000 2,500	MVP MINIMUM	
Continuing Education Reimbursable Expense (MVP minimum \$1,000) Professional Reimbursable Expense	1,000		1,000.00	
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches) (Minimum of #100 per month)	2,500		2,500.00	
Other (please describe) Total Professional Expenses	3 500	3.50D	3,500.00	

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

1.Paid Time Off:	NA	days	(minimum 4 calendar weeks or 20 individual work days)
2 Study Leave.	ALIA	dave	(minimum 2 calendar weeks or 10 individual work days)

3. Other special provisions: (please describe)

* See A Hachment for Additional Terms and Conditions

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).

Fringe Benefits	Current Year		
Pension: 8.5% of Total Effective Salary	#2,832		
Death and Disability: 1% of Total Effective Salary	333		
Temporary Disability: 0.5% of Total Effective Salary	167		
SECA @ 50% (not required) 100 % Paid by Church		STERNER E	
Bonus (not required)			
COVENANT PACKAGE	Francis vio blos	W eVV . d	
TRANSITIONAL PASTOR'S PARTICIPATION			
CONGREGATIONAL PASTORS PACKAGE			
circle one	Paid by Church	Paid by Pasto	
Medical Coverage: Minimum Annual Amount	#15,000		
Dental Coverage: Strpend	1,632		
Vision Coverage:	active Pay for	Yes	
Total Benefit Contributions from Church and Pastor Respectively	u yterydder i ei f He s o ys) faices H	Amag.ot	
5 9 1 5 1 5 1	Current Year	Prior Year	
TOTAL COST TO CHURCH TOTAL COST TO PASTOR	#19,964		

ATTACHMENT TO 2025 TERMS OF CALL BETWEEN RAMI MICHAEL ALMAQDASI (MINISTER)

AND

MILLERSBURG FIRST PRESBYTERIAN CHURCH

- 1. Starting 1-1-25 Rami would be on a "part time" status.
- 2. "Part time" means that he will work two consecutive Sundays each month which are prearranged and the same two Sundays each month (for example first and second Sundays or second and third Sundays).
- 3. Rami will work the week between the Sundays and will have office hours two days that week.
- 4. Rami will visit shut ins and others that week as he has in the past.
- 5. We will hold our monthly Session and Deacons meeting in evenings during the week he is here.
- 6. Rami will serve communion on of the Sundays he is here each month.
- 7. Either party can terminate the terms of call with 30 days advance notice to the other. The intent of this provision is to benefit both parties in their transitions. If Rami finds another pastoral call in Michigan then he can terminate. If the Church finds another pastor then the Church can terminate.
- 8. Rami's pay would be reduced by 50%. Gross pay plus FICA reimbursement would go from \$2,180.17 per pay to \$1,092.31 per pay.
- 9. The Church will pay for medical, pension, death and disability and dental insurance through the Presbytery as it does currently.
- 10. Rami will assist lay pastors and church members in preparations for sermons and other events during the week he is here.
- 11. Rami would not be compensated by the Church for any extra trips to perform weddings and funerals. The party arranging the wedding or funeral will compensate Rami for his services.
- 12. Rami will be reimbursed for mileage at a flat rate of \$100 per month. Rami will also be reimbursed for milage at the approved IRS rate for any church related mileage he incurs during the 9-10 day period he is here each month.
- 13. There would not be any study leave or vacation.
- 14. The Church will continue to provide the manse (including utilities), cell phone and laptop as it currently does.
- 15. If Rami's services are needed for special services ("Easter etc.) then he will only need to do so if an agreement can be reached between the parties as to compensation for such service.

APPROVED:

Rami Michael Almaqdasi, Minister

Molli Money, Clerk of Session