

MUSKINGUM VALLEY
presbytery

2024 Terms of Call: CRE & Other

(available option: BOP Menu)

Name of Minister: Tabitha Williams

Church or Employing Organization: First Presbyterian, Loudonville

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 hours

Position Description (please ✓/box):

"split" service with Perrysville

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 Sept. 17, 2024 (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: Sept. 17, 2024 (date)

Terms of Call are effective from 1-1-2025 (date) to 12-31-2025 (date)

Signatures:

Tabitha R Williams
Minister (Clergy)

10-4-2024
(date)

Janet Myers
Clerk of Session

10-4-24
(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

MUSKINGUM VALLEY presbytery

TOTAL COMPENSATION – CRE & Other Positions

Name of Minister (Clergy) Tabitha Williams
 Church or Employing Organization: First Presbyterian Loudonville, OH

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP Minimum
1. Annual Cash Salary	18,500.	18,000.	
2. Housing Allowance	5,500.	6,000.	
3. Employing Organization Contribution			
4. Bonus			
5. SECA (over and above 60% specified below in benefits)			
6. Other			
7. Manse			
Total Effective Salary (lines 1-7)	24,000.	24,000.	\$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)	3840.	3421.	
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.	\$400.00
Death and Disability: 2.5% of Total Effective Salary (if NOT offering Pension)			
Death and Disability Supplemental			
Temporary Disability: 0.6% of Total Effective Salary	249.30	249.30	\$200.00
Long-term Disability (if NOT offering Death and Disability)			
Dental: indicate level of coverage desired _____	222.78	155.22	
Vision Eye Wear: indicate level of coverage desired _____	23.34	23.24	
Healthcare Flexible Spending			
403B Retirement Plan: Employing Org. % of effective salary _____ %			
Term Life Insurance			
Bonus / Other			
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.	
Travel (Mileage) Reimbursement - per church	MAX. 1870.	1870.	\$2,600.00
Other _____			
Total Professional Expenses	3120.	3120.	\$3,500.00

TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	Current Year	Prior Year	MVP Minimum
	33,735.42	33,248.70	

OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROVISIONS – OTHER CLERGY

- Paid Time Off: 10 days (minimum 4 calendar weeks or 20 individual work days)
- Study Leave: .5 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)

presbytery

2024 Terms of Call: CRE & Other

(available option: BOP Menu)

Name of Minister: Tabitha Williams

Church or Employing Organization: Perrysville 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: 20 hours

Position Description (please ✓/box):

*split service w/
Loudonville*

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 09-29-24 (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: 09-29-24 (date)

Terms of Call are effective from 01-01-2025 (date) to 12-31-2025 (date)

Signatures:

Tabitha R Williams
Minister (Clergy)

10-3-2024
(date)

Robert J. Davis
Clerk of Session

10-3-2024
(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

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PO Box 1479
Ashland, Ohio 44805

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

MUSKINGUM VALLEY presbytery

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	
2. Housing Allowance	5,500	6,000	
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)	24,000.00	24,000.00	\$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: <u>PPO</u> (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	\$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	249.30	249.30	\$200.00
Long-term Disability (if NOT offering Death and Disability)			
Dental: indicate level of coverage desired <u>PPO</u>	222.78	155.22	
Vision Eye Wear: indicate level of coverage desired	23.34	23.34	
Healthcare Flexible Spending			
403B Retirement Plan: Employing Org. % of effective salary _____%			
Term Life Insurance			
Bonus / Other			
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	250	250	\$1,000.00
Professional Reimbursable Expense	250	250	
Travel (Mileage) Reimbursement - per church	1870	1870	\$2,500.00
Other			
Total Professional Expenses	2,370.00	2,370.00	\$3,500.00

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

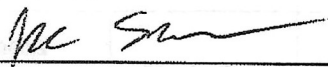
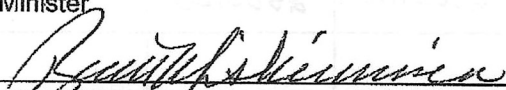
OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROVISIONS – OTHER CLERGY

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: Joseph Svancara
Church or Employing Organization: First Presbyterian Church of New Philadelphia
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: 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)

Signatures:

 10/13/24
Minister (date)
 10/13/24
Clerk of Session (date)

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

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

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

Email to: alison@mvpresby.org
Office: 330-230-7751

Name of Minister: Joseph Svancara
 Church or Employing Organization: First Presbyterian Church of New Philadelphia

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	40640.00	43440.00	
2. Housing Allowance (Required)	19416.00	15326.00	
3. Employing Organization Contribution			
4. Bonus			
5. SECA over and above 50% specified below			
6. Other			
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			
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	2500.00	2500.00	2,500.00
Other (please describe)			
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: 10 days (minimum 2 calendar weeks, or 10 individual work days)
3. Other special provisions: (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	Current Year	
Pension: 8.5% of Total Effective Salary	5105.00	
Death and Disability: 1% of Total Effective Salary	601.00	
Temporary Disability: 0.5% of Total Effective Salary	301.00	
SECA @ 50% (not required)		
Bonus (not required)		
COVENANT PACKAGE		
TRANSITIONAL PASTOR'S PARTICIPATION		
CONGREGATIONAL PASTORS PACKAGE		
<i>circle one</i>	Paid by Church	Paid by Pastor
Medical Coverage:	9609.00	ϕ
Dental Coverage:	367.00	ϕ
Vision Coverage:		
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	ϕ	ϕ

**TERMS OF CALL FOR ALL PASTORS
2025**

Name of Minister: Richard Hastings

Church or Employing Organization: Pioneer 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: 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)

Signatures:

Minister

Clerk of Session

11/24/24
(date)

11-24-24
(date)

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

(date)

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

Mail 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
1. Annual Cash Salary (Required)	21,912	20,928	
2. Housing Allowance (Required)	27,600	24,000	
3. Employing Organization Contribution			
4. Bonus			
5. SECA over and above 50% specified below	3,788	3,437	
6. Other Flexible Health Spending Account	-3,300	-3,050	
7. Manse			
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 yoked 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 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)

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	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)		
COVENANT PACKAGE		
TRANSITIONAL PASTOR'S PARTICIPATION		
CONGREGATIONAL PASTORS PACKAGE		
circle one	Paid by Church	Paid by Pastor
Medical Coverage: 1/2 Pastor and Spouse, medicare + supplement	3,958.02	
Dental Coverage:		
Vision Coverage:		
<i>Total Benefit Contributions from Church and Pastor Respectively</i>	8,958.02	
	Current Year	Prior Year
TOTAL COST TO CHURCH	64,458.02*	74,021
TOTAL COST TO PASTOR		

* 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 Presbyterian Church of Alliance

Type of Position (please box): Full Time Part Time
**if less than full-time, specify the number of hours for which services are provided: 25-30 hrs/wk*

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 October 21, 2024 (date)

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

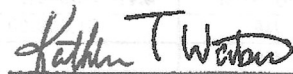
CRE Katie Watson's compensation is based on a schedule of 30 hours per week, rather than 40 hours per week.

Ordaining Body or Ordaining Denomination: Commissioned by Muskingum Valley Presbytery, a PC(USA) Presbytery

Terms of Call approved by Session on: October 21, 2024 (date)

Terms of Call are effective from October 21, 2024 (date) to December 31, 2025 (date)

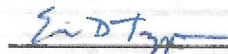
Signatures:



Minister (Clergy)

10-29-24

(date)



Clerk of Session

10-29-24

(date)



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

10-29-24

(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): Katie Watson
Church or Employing Organization: First United Presbyterian Church

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP Minimum
1. Annual Cash Salary			
2. Housing Allowance			
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)	\$38,400.00	NA	\$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)	NA	NA	
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	
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	
Vision Eye Wear: indicate level of coverage desired _____	NA	NA	
Healthcare Flexible Spending	NA	NA	
403B Retirement Plan: Employing Org. % of effective salary _____ %	NA	NA	
Term Life Insurance	NA	NA	
Bonus / Other	NA	NA	
SECA @ 50%	NA	NA	
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	
Total Professional Expenses	\$3,500.00	NA	\$3,500.00

TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	Current Year	Prior Year	MVP Minimum
	\$45,900.00	NA	

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

MUSKINGUM VALLEY
presbytery

2024-2025 Terms of Call: Called & Installed Ministers

(BOP requirement: Pastor Participation Benefits Program)

Name of Minister: Michael Wallace

Church or Employing Organization: Christ 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: August 25, 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): August 25, 2024 (date)

Terms of Call are effective from: July 1, 2024 (date) to June 30, 2025 (date)

Signatures:

Michael J Wallace 8/25/24
Minister (date)

Nancy B Jorg 8/25/24
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 MVP Mission Office

Mail to: Muskingum Valley Presbytery
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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: Michael Wallace

Church or Employing Organization: Christ Presbyterian Church

EFFECTIVE SALARY (see page 3 for instructions)	2024-2025	2023-2024	MVP MINIMUM
	Current Year	Prior Year	
1. Annual Cash Salary	43,232.04	38,346.14	
2. Housing Allowance	23,200.00	23,200.00	
3. Employing Organization Contribution	0.00	0.00	
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			
Total Effective Salary (lines 1-7)	\$71,514.09	\$69,854.42	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)	10,369.54	20,257.78	
Medical Coverage: January-June 2025 33% of Total Effective Salary (or BOP minimum of \$13,920)	11,799.83		13,920.00
Pension: 8.5% of Total Effective Salary (or BOP minimum of \$4,080)	6,078.70	5,937.63	4,080.00
Death and Disability: 1% of Total Effective Salary	715.14	698.54	480.00
Temporary Disability: 0.5% of Total Effective Salary	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	
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

TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	Current Year	Prior Year	MINIMUM
	\$119,011.00	\$112,500.00	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 FUNDS & TIME will accumulate for 3 years (beginning 1/1/2021) (This motion was approved by Presbytery on 6/17/2020)

MUSKINGUM VALLEY
presbytery

2024-2025 Terms of Call: Called & Installed Ministers

(BOP requirement: Pastor Participation Benefits Program)

Name of Minister: Ben George

Church or Employing Organization: Christ 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: August 25, 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): August 25, 2024 (date)

Terms of Call are effective from: July 1, 2024 (date) to June 30, 2025 (date)

Signatures:

[Signature] 8/25/24
Minister (date)

[Signature] 8/25/24
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 MVP Mission Office

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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: Ben George

Church or Employing Organization: Christ Presbyterian Church

EFFECTIVE SALARY (see page 3 for instructions)	2024-2025	2023-2024	MVP MINIMUM
	Current Year	Prior Year	
1. Annual Cash Salary	42,290.00	39,793.06	
2. Housing Allowance	26,400.00	25,400.00	
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	
6. Other		0.00	
7. Manse			
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	
SECA @ 50%	5,254.79	4,987.27	
Other – Dental, vision, and supplemental death	1,594.08	1,594.08	
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

	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 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

Name of Minister: 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: Robert Meyer Date: 8/12/24

Clerk of Session: Amber 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
2025**

Name of Minister: RAMI MICHAEL ALMAQDAST
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: Half Time
Type of Terms of Call (please ✓ box): INITIAL Terms of Call ANNUAL Terms of Call
Compensation adequacy was reviewed with minister by Session on: 11-20-24 (date)
Terms of Call approved by Presbytery (if initial): _____ (date)
Terms of Call approved by Congregation (for Installed Pastors only): _____ (date)
Terms of Call are effective from: 1-1-25 (date) to 12-31-25 (date) unless
terminated sooner by either party

Signatures:

<u>Rami Almagdast</u> Minister	<u>12-8-2024</u> (date)
<u>Moua Moua</u> Clerk of Session	<u>12/8/24</u> (date)
<u>Pastor. Rami Almagdast</u> Moderator of Session (if initial) / PE (COM) Chair (if annual)	<u>12-8-2024</u> (date)

PLEASE SEND A COMPLETED COPY OF PAGES 2, 3, and 4 with signatures to our Stated Clerk, Alison 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 ALMAQ DASI
 Church or Employing Organization: Millersburg First Presbyterian Church

EFFECTIVE SALARY		Current Year	Prior Year	MVP MINIMUM
1.	Annual Cash Salary (Required) <u>(HALF TIME)</u>	24,000	47,613	24,000
2.	Housing Allowance (Required)			
3.	Employing Organization Contribution			
4.	Bonus			
5.	SECA over and above 50% specified below			
6.	Other <u>Dental stipend</u>	1,632	1,632	
7.	Manse <u>30% of Above</u>	7,689	14,284	
Total Effective Salary (lines 1-7)		33,321	63,529	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 yoked churches) <u>(Minimum of \$100 per month)</u>		2,500	2,500	2,500.00
Other (please describe)				
Total Professional Expenses		3,500	3,500	3,500.00

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

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

* See Attachment 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) <i>100% Paid by Church</i>			
Bonus (not required)			
COVENANT PACKAGE			
TRANSITIONAL PASTOR'S PARTICIPATION			
CONGREGATIONAL PASTORS PACKAGE			
<i>circle one</i>		Paid by Church	Paid by Pastor
Medical Coverage:	<i>Minimum Annual Amount</i>	#15,000	
Dental Coverage:	<i>Stipend</i>	1,632	
Vision Coverage:			Yes
<i>Total Benefit Contributions from Church and Pastor Respectively</i>			
		Current Year	Prior Year
TOTAL COST TO CHURCH		#19,964	
TOTAL COST TO PASTOR			

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

AND

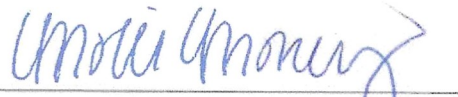
MILLERSBURG FIRST PRESBYTERIAN CHURCH

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 pre-arranged 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