



TERMS OF CALL FOR ALL PASTORS 2025

Name of Minister: Rev. Alexander K. Barnes

Church or Employing Organization: Milton Presbyterian Church

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

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

Compensation adequacy was reviewed with minister by Session on: 11/13/2024 (date)

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

Terms of Call approved by Congregation (for Installed Pastors only): 11/17/2024 (date)

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

Signatures:

Alex Barnes 1-30-25
Minister (date)

Kenneth C. Meun 2-3-25
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: Rev. Alexander K. Barnes
 Church or Employing Organization: Milton Presbyterian Church

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

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

Rev. Alexander K. Barnes
Milton Presbyterian Church

Fringe Benefits	Current Year	
	Pension: 8.5% of Total Effective Salary	4,080
Death and Disability: 1% of Total Effective Salary	480	
Temporary Disability: 0.5% of Total Effective Salary	240	
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:	15,840	
Dental Coverage:		
Vision Coverage:		
Total Benefit Contributions from Church and Pastor Respectively	15,840	
	Current Year	Prior Year
TOTAL COST TO CHURCH	20,640	
TOTAL COST TO PASTOR		



TERMS OF CALL FOR ALL PASTORS 2025

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: 12/11/2024 (date)

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

Terms of Call approved by Congregation (for Installed Pastors only): 2/16/2025 (date)

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

Signatures:


Minister

2/18/2025
(date)


Clerk of Session

2/18/2025
(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: alison@mvpresby.org
Office: 330-230-7751

Name of Minister: Jeffrey D. Bergeson

Church or Employing Organization: Cambridge Presbyterian Church

EFFECTIVE SALARY	2025	2024	MVP MINIMUM
1. Annual Cash Salary (Required)	\$53,200	\$47,500	
2. Housing Allowance (Required)	\$15,000	\$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>	\$68,200	\$61,000	48,000.00

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

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)

Fringe Benefits	2025	2024
Pension: (8.5% of Total Effective Salary)	\$5,797	\$5,185
Death and Disability: (1% of Total Effective Salary)	\$682	\$610
Temporary Disability: (0.5% of Total Effective Salary)	\$341	\$305
SECA @ 50% (7.5% of Total Effective Salary)	\$5,115	\$4,575
Employer Matching Contributions (Retirement Savings Plan)	\$1,800	
CONGREGATIONAL PASTORS PACKAGE	Paid by Church	
Medical Coverage: (16% of Total Effective Salary)	\$10,912	\$17,690
Dental Coverage:		
Vision Coverage:		
<i>Total Benefit Contributions from Church</i>	\$24,647	\$28,365
	Current Year	Prior Year
<i>TOTAL COST TO CHURCH</i>	\$98,597	\$95,115

TERMS OF CALL FOR ALL PASTORS
2025

Name of Minister: Justin Hylden

Church or Employing Organization: First Presbyterian Church of Ashland

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: 11-12-2024 (date)

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

Terms of Call approved by Congregation (for Installed Pastors only): 12-1-2024 (date)

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

Signatures:

Rev. J. Justin Hylden
Minister

12/10/24
(date)

Spurgeon Foxman
Clerk of Session

12/10/24 (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: alison@mvpresby.org
Office: 330-230-7751

Name of Minister: Justin Hylden
 Church or Employing Organization: First Presbyterian Church of Ashland

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	\$52,816.	\$51,236.	
2. Housing Allowance (Required)	\$14,590.	\$14,590.	
3. Employing Organization Contribution			
4. Bonus			
5. SECA over and above 50% specified below			
6. Other			
7. Manse			
Total Effective Salary (lines 1-7)	\$67,406	\$65,826.	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	\$1,000.	\$1,000.	
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	\$2,500.	\$2,500.	2,500.00
Other (please describe)			
Total Professional Expenses	\$4,500.	\$4,500.	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: 2 weeks 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	\$5,730	
Death and Disability: 1% of Total Effective Salary	\$674	
Temporary Disability: 0.5% of Total Effective Salary	\$337	
SECA @ 50% (not required)	\$5585.	
Bonus (not required) Tax deferred 403b plan (Matching)	\$5,000.	
COVENANT PACKAGE	Paid by Church	Paid by Pastor
TRANSITIONAL PASTOR'S PARTICIPATION		
CONGREGATIONAL PASTORS PACKAGE		
<i>circle one</i>		
Medical Coverage:	\$10,785.00	
Dental Coverage:	—	\$445.56
Vision Coverage:	—	\$46.68
Total Benefit Contributions from Church and Pastor Respectively		

	Current Year	Prior Year
TOTAL COST TO CHURCH	\$100,017	\$101,452
TOTAL COST TO PASTOR	\$492.24	\$492.24

TERMS OF CALL FOR ALL PASTORS 2025

Name of Minister: Kenneth A Krause

Church or Employing Organization: Northminster Presbyterian Church

Type of Position (please box): **X 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 **X ANNUAL** Terms of Call

Compensation adequacy was reviewed with minister by Session on: 1/20/25 (date)

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

Terms of Call approved by Congregation (for Installed Pastors only): _____ (date)

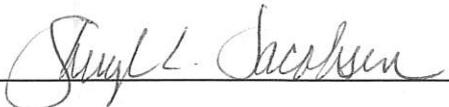
Terms of Call are effective from: 1/1/2025 (date) to 12/31/2025 (date)

Signatures:

 _____ 2/9/25

Minister

(date)

 _____ 2/9/25

Clerk of Session

(date)

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

(date)

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Mail to: Muskingum Valley Presbytery

Email to: alison@mvpresby.org

PO Box 1479

Office: 330-230-7751

Ashland, OH, 44805

Name of Minister: _____

Church or Employing Organization: _____

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	36,923.20	35,440.00	
2. Housing Allowance (Required)	14,000.00	14,000.00	
3. Employing Organization Contribution			
4. Bonus			
5. SECA over and above 50% specified below			
6. Other			
7. Manse			
Total Effective Salary (lines 1-7)	50,923.20	49,440.00	48,000.00
PROFESSIONAL EXPENSES <u>NOT INCLUDED IN EFFECTIVE SALARY</u>	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)	1,000.00	1,000.00	1,000.00
Professional Reimbursable Expense	700.00	700.00	

Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	2,500.00	2,500.00	2,500.00
Other (please describe) Dental & Vision		498.32	
Total Professional Expenses	4,200.00	4,798.32	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	4328.47	
Death and Disability: 1% of Total Effective Salary	509.23	
Temporary Disability: 0.5% of Total Effective Salary	254.62	
SECA @ 50% (not required)		
Bonus (not required)		
COVENANT PACKAGE		
TRANSITIONAL PASTOR'S PARTICIPATION CONGREGATIONAL PASTORS PACKAGE	Paid by Church	Paid by Pastor

<i>circle one</i>		
Medical Coverage:	8,147.71	
Dental Coverage:	445.56	
Vision Coverage:	46.68	
<i>Total Benefit Contributions from Church and Pastor Respectively</i>		
	Current Year	Prior Year
<i>TOTAL COST TO CHURCH</i>	13,732.27	19,879.92
<i>TOTAL COST TO PASTOR</i>		

HELPFUL NOTES

- This document is for all pastors other than pulpit supply contracts.
- For any pastor, the **full-time minimum effective salary** is \$48,000/year.
- If a pastor works less than full-time, the minimum effective salary is prorated. For example, the minimum effective salary for ½ time is \$24,000/year.
- Minimum effective salary includes everything in the first box of the form: **annual cash salary** and **housing allowance** are typically the main two categories.
- For any pastor working more than 20/hours a week, some form of fringe benefits must be offered.

**TERMS OF CALL FOR ALL PASTORS
2025**

Name of Minister: Christy Mitchell
Church or Employing Organization: Wayne Presbyterian Church
Type of Position (please ✓ box): Full Time Part Time
**If less than full-time, specify the number of hours for which services are provided: _____*
Type of Terms of Call (please ✓ box): INITIAL Terms of Call ANNUAL Terms of Call
Compensation adequacy was reviewed with minister by Session on: 12/01/24 (date)
Terms of Call approved by Presbytery (if initial): _____ (date)
Terms of Call approved by Congregation (for Installed Pastors only): 12/01/24 (date)
Terms of Call are effective from: 03/01/25 (date) to 03/01/26 (date)

Signatures:

Rev Christy Mitchell 12-1-24
Minister (date)
Chrysa Bowman 12/01/24
Clerk of Session (date)

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

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Ashland, OH, 44805

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

Name of Minister: Christy Mitchell
 Church or Employing Organization: Wayne Presbyterian Church

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	31,930. ⁰⁰	31,000. ⁰⁰	
2. Housing Allowance (Required)	22,000. ⁰⁰	22,000. 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)	53,930.⁰⁰	53,000.⁰⁰	48,000.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)	1,250. ⁰⁰	1,250. ⁰⁰	1,000.00
Professional Reimbursable Expense			
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	3000. ⁰⁰	3000. ⁰⁰	2,500.00
Other (please describe)	750. ⁰⁰	750. ⁰⁰	
Total Professional Expenses	5000.⁰⁰	5000.⁰⁰	3,500.00

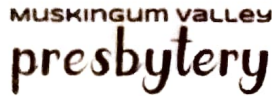
OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROVISIONS – CALLED & INSTALLED

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	4,584.05	
Death and Disability: 1% of Total Effective Salary	539.30	
Temporary Disability: 0.5% of Total Effective Salary	269.65	
SECA @ 50% (not required)	4,125.65	
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>Maximum 17,000⁰⁰/yr</i>	100%	
Dental Coverage:		100%
Vision Coverage: <i>3.89/month</i>	100%	
Total Benefit Contributions from Church and Pastor Respectively		
	Current Year	Prior Year
TOTAL COST TO CHURCH		
TOTAL COST TO PASTOR		

corrected



TERMS OF CALL FOR ALL PASTORS 2025

Name of Minister: Kathryn Ophardt

Church or Employing Organization: MVPartnership

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: NA (date)

Terms of Call approved by Presbytery (if initial): NA (date)

Terms of Call approved by Congregation (for Installed Pastors only): NA (date)

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

Signatures:

Kathryn Ophardt
Minister

12/18/2024
(date)

Clerk of Session

(date)

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

(date)

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Ashland, OH, 44805

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

Name of Minister: Kathryn Ophardt
 Church or Employing Organization: MVPartnership

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	\$30,692	\$28,550	
2. Housing Allowance (Required)	\$25,000	\$25,000	
3. Employing Organization Contribution			
4. Bonus			
5. SECA over and above 50% specified below			
6. Other			
7. Manse			
<i>Total Effective Salary (lines 1-7)</i>	\$55,692	\$53,550	48,000.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)	\$2,400	\$2,400	1,000.00
Professional Reimbursable Expense	\$1,200	\$1,200	
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	\$3,500	\$3,500	2,500.00
Other (please describe)			
<i>Total Professional Expenses</i>	\$7,100	\$7,100	3,500.00

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

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

12 weeks of Paid Family Leave

In the 7th year of ministry, Minister shall be eligible for 3 months Sabbatical

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>).

Because there is no official church office for this joint ministry, pastors will have an office in their place of residence

Fringe Benefits	Current Year	
Pension: 8.5% of Total Effective Salary	\$4,734	
Death and Disability: 1% of Total Effective Salary	\$557	
Temporary Disability: 0.5% of Total Effective Salary	\$278	
SECA @ 50% (not required)	\$4,260	
Bonus (not required)	NA	
COVENANT PACKAGE		
TRANSITIONAL PASTOR'S PARTICIPATION		
CONGREGATIONAL PASTORS PACKAGE		
<i>circle one</i>	Paid by Church	Paid by Pastor
Medical Coverage:	\$18,378	NA
Dental Coverage:	NA	NA
Vision Coverage:	NA	NA
<i>Total Benefit Contributions from Church and Pastor Respectively</i>	\$18,378	NA
	Current Year	Prior Year
<i>TOTAL COST TO CHURCH</i>	\$90,996	\$85,633
<i>TOTAL COST TO PASTOR</i>	NA	NA



TERMS OF CALL FOR ALL PASTORS 2025

Name of Minister: Thomas Houston

Church or Employing Organization: MVPartnership

Type of Position (please ✓ box): Full Time Part Time
**If less than full-time, specify the number of hours for which services are provided: 10*

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

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

Terms of Call approved by Presbytery (if initial): NA (date)

Terms of Call approved by Congregation (for Installed Pastors only): NA (date)

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

Signatures:



Minister

12/18/2024

(date)

Clerk of Session

(date)

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

(date)

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Ashland, OH, 44805

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

Name of Minister: Thomas Houston
 Church or Employing Organization: MVP Partnership

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	NA	NA	
2. Housing Allowance (Required)	\$20,000	\$20,000	
3. Employing Organization Contribution			
4. Bonus			
5. SECA over and above 50% specified below			
6. Other			
7. Manse			
<i>Total Effective Salary (lines 1-7)</i>	\$20,000	\$20,000	48,000.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)			1,000.00
Professional Reimbursable Expense	\$1,200	\$1,200	
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	\$3,500	\$3,500	2,500.00
Other (please describe)			
<i>Total Professional Expenses</i>	\$4,700	\$4,700	3,500.00

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

1. Paid Time Off: 6 weeks + 4 personal weekends days (minimum 4 calendar weeks or 20 individual work days)
2. Study Leave: 2 weeks 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>).

Because there is no official church office for this joint ministry, pastors will have an office in their place of residence

Fringe Benefits	Current Year	
Pension: 8.5% of Total Effective Salary	NA	
Death and Disability: 1% of Total Effective Salary	NA	
Temporary Disability: 0.5% of Total Effective Salary	NA	
SECA @ 50% (not required)	NA	
Bonus (not required)	NA	
COVENANT PACKAGE		
TRANSITIONAL PASTOR'S PARTICIPATION		
CONGREGATIONAL PASTORS PACKAGE	Paid by Church	Paid by Pastor
<i>circle one</i>		
Medical Coverage:	NA	NA
Dental Coverage:	NA	NA
Vision Coverage:	NA	NA
<i>Total Benefit Contributions from Church and Pastor Respectively</i>	NA	NA

	Current Year	Prior Year
<i>TOTAL COST TO CHURCH</i>	\$24,700	\$24,700
<i>TOTAL COST TO PASTOR</i>	NA	NA

TERMS OF CALL FOR ALL PASTORS
2025

Name of Minister: Sally Fusek

Church or Employing Organization: Dalton Presbyterian

Type of Position (please ✓ box): Full Time Part Time
*If less than full-time, specify the number of hours for which services are provided: 20

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

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

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: 01/01/2025 (date) to 12/31/2025 (date)

Signatures:

Sally Fusek
Minister

2/22/2025
(date)

Jane E. Elett
Clerk of Session

2/22/2025
(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: alison@mvpresby.org
Office: 330-230-7751

Name of Minister: Sally Fusek
 Church or Employing Organization: Dalton Presbyterian

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	12,500	12,500	
2. Housing Allowance (Required)	12,500	12,500	
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>	25,000	25,000	48,000.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)	1000	1000	1,000.00
Professional Reimbursable Expense			
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	2500	2500	2,500.00
Other (please describe)			
<i>Total Professional Expenses</i>	3500	3500	3,500.00

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

1. Paid Time Off: 14 days (minimum 4 calendar weeks or 20 individual work days)
2. Study Leave: 7 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		
Death and Disability: 1% of Total Effective Salary		
Temporary Disability: 0.5% of Total Effective Salary		
SECA @ 50% (not required)	956	
Bonus (not required)		
COVENANT PACKAGE TRANSITIONAL PASTOR'S PARTICIPATION CONGREGATIONAL PASTORS PACKAGE <i>circle one</i>	Paid by Church	Paid by Pastor
Medical Coverage:		
Dental Coverage:		
Vision Coverage:		
<i>Total Benefit Contributions from Church and Pastor Respectively</i>		
	Current Year	Prior Year
<i>TOTAL COST TO CHURCH</i>	29456	29456
<i>TOTAL COST TO PASTOR</i>		

Name of Minister: Rev. Darla Revenaugh
 Church or Employing Organization: Duncan Falls Presbyterian Church

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	4000	4000	
2. Housing Allowance (Required)	8000	8000	
3. Employing Organization Contribution	0	0	
4. Bonus	0	0	
5. SECA over and above 50% specified below	900	900	
6. Other			
7. Manse			
<i>Total Effective Salary (lines 1-7)</i>	<i>12,900</i>	<i>12,900</i>	<i>48,000.00</i>

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)	250	250	1,000.00
Professional Reimbursable Expense	0	0	
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	500	500	2,500.00
Other (please describe)	0	0	
<i>Total Professional Expenses</i>	<i>750</i>	<i>750</i>	<i>3,500.00</i>

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>).



TERMS OF CALL FOR ALL PASTORS
2025

Name of Minister: Rev. Darla Revennaugh
Church or Employing Organization: Duncan Falls Presbyterian Church

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

Type of Terms of Call (please check box): [] INITIAL Terms of Call [X] ANNUAL Terms of Call

Compensation adequacy was reviewed with minister by Session on: 11-19-2024 (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: 1/1/2025 (date) to 12/31/2025 (date)

Signatures:

Darla Revennaugh
Minister 1/5/2025 (date)

Timothy H. Schenkel
Clerk of Session 1/5/2025 (date)

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

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Ashland, OH, 44805

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

TERMS OF CALL FOR ALL PASTORS
2025

Name of Minister: Karol Niehaus
Church or Employing Organization: Shreve 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: 4*
Type of Terms of Call (please ✓ box): INITIAL Terms of Call ANNUAL Terms of Call
Compensation adequacy was reviewed with minister by Session on: _____ (date)
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: Jan 1, 2025 (date) to Dec 31, 2025 (date)

Signatures:

Karol Niehaus CRF 1-4-25
Minister (date)
Larry Meberg 1-4-2025
Clerk of Session (date)

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

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MUSKINGUM VALLEY presbytery

TOTAL COMPENSATION – CRE & Other Positions

Name of Minister (Clergy): _____
 Church or Employing Organization: _____

EFFECTIVE SALARY (see page 3 for instructions)	Current Year	Prior Year	MVP Minimum
1. Annual Cash Salary	3984.00	4400.00	
2. Housing Allowance	816.00	880.00	
3. Employing Organization Contribution			
4. Bonus			
5. SECA (over and above 50% specified below in benefits)			
6. Other			
7. Manse			
Total Effective Salary (lines 1-7)	4800.00	5280.00	\$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)			
Pension: 8.5% of Total Effective Salary (or BOP minimum \$3400)			\$3,400.00
Death and Disability: 1% of Total Effective Salary (if offering Pension) (or BOP minimum \$400)			\$400.00
Death and Disability: 2.5% of Total Effective Salary (if NOT offering Pension)			
Death and Disability Supplemental			
Temporary Disability: 0.5% of Total Effective Salary			\$200.00
Long-term Disability (if NOT offering Death and Disability)			
Dental: indicate level of coverage desired _____			
Vision Eye Wear: Indicate level of coverage desired _____			
Healthcare Flexible Spending			
403B Retirement Plan: Employing Org. % of effective salary _____ %			
Term Life Insurance			
Bonus / Other			
SECA @ 50%	24.00	27.00	
Total Other Benefits	24.00	27.00	\$4,000.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP Minimum
Continuing Education Reimbursable Expense	300.00	300.00	\$1,000.00
Professional Reimbursable Expense			
Travel (Mileage) Reimbursement \$ per church	1376.00	1121.00	\$2,500.00
Other _____			
Total Professional Expenses	2176.00	1421.00	\$3,500.00

TOTAL COST TO CHURCH OR EMPLOYING ORGANIZATION	Current Year	Prior Year	MVP Minimum
	7000.00	6728.00	

OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROVISIONS – OTHER CLERGY

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

Name of Minister: Karol Niehaus
 Church or Employing Organization: Shreve Presbyterian

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	3984.00	3984.00	
2. Housing Allowance (Required)	816.00	816.00	
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>	4824.00	4824.00	48,000.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)	300.00	300.00	1,000.00
Professional Reimbursable Expense			
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	1876.00	1876.00	2,500.00
Other (please describe)			
<i>Total Professional Expenses</i>	2176.00	2176.00	3,500.00

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

- 1. Paid Time Off: 4 days (minimum 4 calendar weeks or 20 individual work days)
- 2. Study Leave: 2 days (minimum 2 calendar weeks, or 10 individual work days)
- 3. Other special provisions: (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	
Death and Disability: 1% of Total Effective Salary		
Temporary Disability: 0.5% of Total Effective Salary		
SECA @ 50% (not required)	24.00	24.00
Bonus (not required)		
COVENANT PACKAGE		
TRANSITIONAL PASTOR'S PARTICIPATION		
CONGREGATIONAL PASTORS PACKAGE		
<i>circle one</i>	Paid by Church	Paid by Pastor
Medical Coverage:		
Dental Coverage:		
Vislon Coverage:		
<i>Total Benefit Contributions from Church and Pastor Respectively</i>		
	Current Year	Prior Year
TOTAL COST TO CHURCH		
TOTAL COST TO PASTOR		

**TERMS OF CALL FOR ALL PASTORS
2025**

Name of Minister: Richard Hastings
Church or Employing Organization: Barlow United Presbyterian Church
Type of Position (please ✓ box): Full Time Part Time
**If less than full-time, specify the number of hours for which services are provided: _____*
Type of Terms of Call (please ✓ box): INITIAL Terms of Call ANNUAL Terms of Call
Compensation adequacy was reviewed with minister by Session on: 12/9/24 (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: 1/1/2025 (date) to 12/31/2025 (date)

Signatures:

Minister

Patricia Martin
Clerk of Session

12/28/24
(date)

12/28/2024
(date)

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

(date)

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Ashland, OH, 44805

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

Name of Minister: Richard Hastings
 Church or Employing Organization: Barlow United Presbyterian Church

EFFECTIVE SALARY		Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	<i>tot. Eff. Salary (2.5% raise)</i>	10,385.40	9,844.33	
2. Housing Allowance (Required)		6,000.00	6,000.00	
3. Employing Organization Contribution				
4. Bonus				
5. SECA over and above 50% specified below		1,658.42	1,658.42	
6. Other		4,176.00	4,176.00	
7. Manse				
<i>Total Effective Salary (lines 1-7)</i>		22,219.82	21,678.75	48,000.00

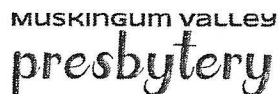
PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY		Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)		500.00	500.00	1,000.00
Professional Reimbursable Expense				
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)		3,600.00	3,600.00	2,500.00
Other (please describe)				
<i>Total Professional Expenses</i>		4,100.00	4,100.00	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: 14 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		1,842.69	
Death and Disability: 1% of Total Effective Salary		216.79	
Temporary Disability: 0.5% of Total Effective Salary			
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: $\frac{1}{2}$ of Rick & Andrea's medicare and supplement insurance		3,958.02	
Dental Coverage:			
Vision Coverage:			
<i>Total Benefit Contributions from Church and Pastor Respectively</i>			
		Current Year	Prior Year
TOTAL COST TO CHURCH		32,337.32	32,164.23
TOTAL COST TO PASTOR			



TERMS OF CALL FOR ALL PASTORS 2025

Name of Minister: Tara Jo Mitchell

Church or Employing Organization: Central Presbyterian Church, Zanesville, Ohio

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

**If less than full-time, specify the number of hours for which services are provided: 20-25*

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

Compensation adequacy was reviewed with minister by Session on: 1/15/2025 (date)

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

Terms of Call approved by Congregation (for Installed Pastors only): N/A

(date) Terms of Call are effective from: January 1, 2025 (date) to December 31, 2025 (date)

Signatures:

Tara Jo Mitchell

Minister

1/16/2025
(date)

Mary Leone

Clerk of Session

1/16/2025
(date)

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

(date)

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PO Box 1479
Ashland, OH, 44805

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

Name of Minister: Tara Jo Mitchell, CRE

Church or Employing Organization: Central Presbyterian Church, Zanesville, Ohio

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)			
2. Housing Allowance (Required)	\$32,083	\$32,083	
3. Employing Organization Contribution			
4. Bonus			
5. SECA over and above 50% specified below			
6. Other	\$ 3,509	\$ 3,509	
7. Manse			
<i>Total Effective Salary (lines 1-7)</i>	\$35,592		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)	\$ 2,800	\$ 2,800	2,500.00
Other (please describe)			
<i>Total Professional Expenses</i>	\$ 3,800		3,500.00

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

1. Paid Time Off: 5wks/25 days (minimum 4 calendar weeks or 20 individual work days)

2. Study Leave: 3wks/15 days (minimum 2 calendar weeks, or 10 individual work days)

3. Other special provisions: (please describe)

- 2 additional Sundays off with no pulpit responsibilities with the agreement that the full work hours be completed despite having Sunday off. This time is spent doing work of the church that gets put on the back burner because hours are half time.

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	
	Paid by Church	Paid by Pastor
Pension: 8.5% of Total Effective Salary		
Death and Disability: 1% of Total Effective Salary		
Temporary Disability: 0.5% of Total Effective Salary		
SECA @ 50% (not required)		
Bonus (not required)		
COVENANT PACKAGE TRANSITIONAL PASTOR'S PARTICIPATION CONGREGATIONAL PASTORS PACKAGE <i>circle one</i>		
Medical Coverage:		
Dental Coverage:	\$ 1,448.16	
Vision Coverage:	\$ 157.44	
<i>Total Benefit Contributions from Church and Pastor Respectively</i>	\$ 1,605.60	
	Current Year	Prior Year
TOTAL COST TO CHURCH	\$40,997.60	
TOTAL COST TO PASTOR		

HELPFUL NOTES

- This document is for all pastors other than pulpit supply contracts.
- For any pastor, the **full-time minimum effective salary** is \$48,000/year.
- If a pastor works less than full-time, the minimum effective salary is prorated. For example, the minimum effective salary for ½ time is \$24,000/year.
- Minimum effective salary includes everything in the first box of the form: **annual cash salary** and **housing allowance** are typically the main two categories.
- For any pastor working more than 20/hours a week, some form of fringe benefits must be offered.

**TERMS OF CALL FOR ALL PASTORS
2025**

Name of Minister: Merlin A. Wentworth CP

Church or Employing Organization: Antrim Presbyterian

Type of Position (please ✓ box): Full Time Part Time
*If less than full-time, specify the number of hours for which services are provided: 14 > 13 hrs. w/ky

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

Compensation adequacy was reviewed with minister by Session on: Feb. 2 2025 (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: Jan 1 2025 (date) to Dec 31 2025 (date)

Signatures:

Merlin A. Wentworth
Minister

Feb. 2 2025
(date)

Donna J. Ovrant
Clerk of Session

Feb. 2 2025
(date)

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

(date)

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PO Box 1479
Ashland, OH, 44805

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

Name of Minister: Merlin Wentworth
 Church or Employing Organization: Antrim Presbyterian Church

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	5,400	5,400	
2. Housing Allowance (Required)	5,400	5,400	
3. Employing Organization Contribution			
4. Bonus			
5. SECA over and above 50% specified below			
6. Other			
7. Manse			
Total Effective Salary (lines 1-7)	10,800	10,800	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)	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: 4 wks days (minimum 4 calendar weeks or 20 individual work days)
2. Study Leave: _____ days (minimum 2 calendar weeks, or 10 individual work days)
3. Other special provisions: (please describe)

Pastor Wentworth will have one Sunday per month off

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>).

**TERMS OF CALL FOR ALL PASTORS
2025**

Name of Minister: Dave Bryan
Church or Employing Organization: Freeport Presbyterian
Nottingham Presbyterian
Type of Position (please ✓ box): Full Time Part Time
*If less than full-time, specify the number of hours for which services are provided: 20 hrs - 40%
Type of Terms of Call (please ✓ box): INITIAL Terms of Call ANNUAL Terms of Call
Compensation adequacy was reviewed with minister by Session on: Nov. 11, 2024 (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: Jan. 1, 2025 (date) to Dec. 31, 2025 (date)

Signatures:

Dave M. Bryan 1/14/2025
Minister (date)
Marty Baidall 1/14/2025
Clerk of Session (date)
Donna L Koch Elder _____
Moderator of Session (if initial) / PE (COM) Chair (if annual) (date)
Elder

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PO Box 1479
Ashland, OH, 44805

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

Name of Minister: _____
 Church or Employing Organization: _____

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required) <i>Freeport - 70% = 14,000</i> <i>Nottingham - 30% = 6,000</i>	<i>F - 18,000</i> <i>N - 6,000</i>	<i>Freeport -</i> <i>\$ 15,750</i>	<i>\$ 20,000</i>
2. Housing Allowance (Required)			
3. Employing Organization Contribution			
4. Bonus			
5. SECA over and above 50% specified below			
6. Other			
7. Manse			
Total Effective Salary (lines 1-7)	24,000		20,000 48,000.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000) <i>Each church pays \$200</i>	<i>40% = \$400</i>	<i>400</i>	<i>400</i> 1,000.00
Professional Reimbursable Expense			
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches) <i>Each church pays - 747.80</i>	<i>40% = \$1,495.60</i>		<i>1495.60</i> 2,500.00
Other (please describe)			
Total Professional Expenses	\$1,895.60		1895.60 3,500.00

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

1. Paid Time Off: 5 days (minimum 4 calendar weeks or 20 individual work days)
2. Study Leave: 2 days (minimum 2 calendar weeks, or 10 individual work days)
3. Other special provisions: (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>).

MUSKINGUM VALLEY
presbytery

2025

2024 Terms of Call: Called & Installed Ministers

(BOP requirement: Pastor Participation Benefits Program)

Name of Minister: John Harra (Retired Methodist Minister)

Church or Employing Organization: Watertown 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

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

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

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

Does not want paid. But will except \$200.00 a month

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

Terms of Call approved by Congregation (if annual): Dec 15, 2024 (date)

Terms of Call are effective from: 1/1/25 (date) to 1/1/26 (date)

Signatures:

John Harra _____ 1-10-25
Minister (date)

Rosemary Henry _____ 1-10-25
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
PO Box 1479
Ashland, OH, 44805

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