

TERMS OF CALL FOR ALL PASTORS
2025

Name of Minister: CHARLES WESLEY JONES

Church or Employing Organization: FIRST PRESBYTERIAN CHURCH, OLD WASHINGTON

Type of Position (please box): Full Time Part Time
*If less than full-time, specify the number of hours for which services are provided: 18

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

Compensation adequacy was reviewed with minister by Session on: 1/19/26 (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 JAN 2026 (date) to 31 DEC 2026 (date)

Signatures:

Charles W. Jones

Minister

22 JAN - 2026
(date)

Maria Bond

Clerk of Session

22-Jan - 2026
(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: CHARLES WESLEY JONES
 Church or Employing Organization: FIRST PRESBYTERIAN Church OLD WASHINGTON

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	15,000		
2. Housing Allowance (Required)	12,000.00		
3. Employing Organization Contribution			
4. Bonus			
5. SECA over and above 50% specified below			
6. Other			
7. Manse			
Total Effective Salary (lines 1-7)	27,000.00		48,000.00

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

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

1. Paid Time Off: 6 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)

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
2026**

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: 10/14/2025 (date)
Terms of Call approved by Presbytery (if initial): _____ (date)
Terms of Call approved by Congregation (for Installed Pastors only): 11/16/2025 (date)
Terms of Call are effective from: 01/01/2026 (date) to 12/31/2026 (date)

Signatures:

Alex Barnes 1/28/26
Minister (date)
Harold C. Mann 1/26/26
Clerk of Session (date)

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

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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)	18,000.00	18,000.00	
2. Housing Allowance (Required)	30,000.00	30,000.00	
3. Employing Organization Contribution			
4. Bonus			
5. SECA over and above 50% specified below			
6. Other			
7. Manse			
Total Effective Salary (lines 1-7)	48,000.00	48,000.00	48,000.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)	2,000.00	2,000.00	1,000.00
Professional Reimbursable Expense			
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	2,500.00	2,500.00	2,500.00
Other (please describe)			
Total Professional Expenses	4,500.00	4,500.00	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	4,080	
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:	18,500.00	
Dental Coverage:		
Vision Coverage:		
<i>Total Benefit Contributions from Church and Pastor Respectively</i>		
	Current Year	Prior Year
TOTAL COST TO CHURCH	23,300.00	20,640.00
TOTAL COST TO PASTOR		

**TERMS OF CALL FOR ALL PASTORS
2026**

Name of Minister: Rev. Darla Revenaugh

Church or Employing Organization: Duncan Falls 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: 11-12-2025 (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: 1/1/2026 (date) to 12/31/2026 (date)

Signatures:

Darla S. Revenaugh
Minister

11-23-2025
(date)

Timothy H. Schenkel
Clerk of Session

11-23-2025
(date)

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

(date)

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

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	7000	4000	
2. Housing Allowance (Required)	5000	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			
Total Effective Salary (lines 1-7)	12,900	12,900	48,000.00

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	
Total Professional Expenses	750	750	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>).

**TERMS OF CALL FOR ALL PASTORS
2026**

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: 1/1/2026 (date) to 12/31/2026 (date)

Signatures:

Minister

Clerk of Session

(date)

(date)

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

(date)

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Name of Minister: Sally Fusek
 Church or Employing Organization: Delton 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			
Total Effective Salary (lines 1-7)	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)			
Total Professional Expenses	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
TOTAL COST TO CHURCH	29,456	29,456
TOTAL COST TO PASTOR		

TERMS OF CALL FOR ALL PASTORS
2026

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: 1/4 = 13 hrs. weekly*

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

Compensation adequacy was reviewed with minister by Session on: Dec. 7 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 2026 (date) to Dec. 31 2026 (date)

Signatures:

Merlin A. Wentworth
Minister

Dec. 7 2025
(date)

Donna J. Oweant
Clerk of Session

Dec. 7 2025
(date)

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

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

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

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	5,400.00	5,400.00	
2. Housing Allowance (Required)	5,400.00	5,400.00	
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>	<i>10,800.00</i>	<i>10,800.00</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)	1,000.00	1,000.00	1,000.00
Professional Reimbursable Expense			
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	2,500.00	2,500.00	2,500.00
Other (please describe)			
<i>Total Professional Expenses</i>	<i>3,500.00</i>	<i>3,500.00</i>	<i>3,500.00</i>

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 Merlin will have Sunday a 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
2026**

Name of Minister: Karol Niehaus
Church or Employing Organization: Shreve 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: 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: 12-20-2025 (date)
Terms of Call approved by Presbytery (if initial): _____ (date)
Terms of Call approved by Congregation (for Installed Pastors only): 12-28-25 (date)
Terms of Call are effective from: 1-1-2026 (date) to 12-31-2026 (date)

Signatures:
Karol Niehaus CRE 12-28-2025
Minister (date)
Larry Meberg 12-28-2025
Clerk of Session (date)

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

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

Name of Minister: Karol Niehaus
 Church or Employing Organization: Shrew 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	24.00	24.00	
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)	1996.00	1876.00	2,500.00
Other (please describe)			
<i>Total Professional Expenses</i>	2296.00	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>).

TERMS OF CALL FOR ALL PASTORS
~~2025~~ 2026

Name of Minister: Richard Hastings
Church or Employing Organization: Buckeye 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: 12-17-2025 (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: 1-1-2026 (date) to 12-31-2026 (date)

Signatures:

Minister

Clerk of Session

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

Richard Hastings
12-29-25
(date)

Patricia Martin
12-29-2025
(date)

(date)

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

Name of Minister: Richard Hastings
 Church or Employing Organization: Barlow U.S. Cong. Presby. Ter. ion. Church

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	10,385.40	10,325.40	
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. Misc			
Total Effective Salary (lines 1-7)	22,219.82	22,219.82	18,000.00

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)			
Total Professional Expenses	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>).

**TERMS OF CALL FOR ALL PASTORS
2026**

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: 30

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

Compensation adequacy was reviewed with minister by Session on: 12/17/2025 (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: 01/01/2026 (date) to 12/31/2026 (date)

Signatures:

Richard Hastings
Minister

12-31-25

(date)

Beverly L Chapman
Clerk of Session

12-31-25

(date)

Justin J. Crow
Moderator of Session (if initial) / PE (COM) Chair (if annual)

12/31/2025

(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: Pioneer Presbyterian Church

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	21,912.00	21,912.00	
2. Housing Allowance (Required)	29,085.00	24,000.00	
3. Employing Organization Contribution			
4. Bonus			
5. SECA over and above 50% specified below			
6. Other Flexible Health Spending Account	- 3,300.00	- 3,300.00	
7. Manse			
<i>Total Effective Salary (lines 1-7)</i>	50,997.00	45,912.00	48,000.00

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
Continuing Education Reimbursable Expense (MVP minimum \$1,000)	1,000.00	1,000.00	1,000.00
Professional Reimbursable Expense			
Travel (Mileage) Reimbursement (MVP minimum \$2500 or \$3739 if yoked churches)	4,500.00	4,500.00	2,500.00
Other (please describe)			
<i>Total Professional Expenses</i>	5,500.00	5,500.00	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	4,335.00	
Death and Disability: 1% of Total Effective Salary	510.00	
Temporary Disability: 0.5% of Total Effective Salary	255.00	
SECA @ 50% (not required)	3,902.00	
Bonus (not required)		
COVENANT PACKAGE		
TRANSITIONAL PASTOR'S PARTICIPATION		
CONGREGATIONAL PASTORS PACKAGE		
<i>circle one</i>	Paid by Church	Paid by Pastor
Medical Coverage:	3,958.00	
Dental Coverage:		
Vision Coverage:		
Total Benefit Contributions from Church and Pastor Respectively	12,960.00	
	Current Year	Prior Year
TOTAL COST TO CHURCH	69,457.00	64,458.02
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.

BENEFIT OPTIONS OVERVIEW

- ATTACHED TO THIS DOCUMENT IS A 5 PAGE DETAILED EXPLANATION OF BOARD OF PENSION BENEFIT OPTIONS. FOR MOST CONGREGATIONS AND PASTORS PAGE 4 OF THAT DOCUMENT IS THE MOST IMPORTANT. There are three main healthcare packages. These packages were designed by the Board to create options for congregations and pastors to better meet their needs as healthcare costs rise.
- **The Covenant Package** is designed for pastors who do not need health insurance through the PCUSA. But it requires the pastor to serve in a non-installed position. Called and Installed pastors can not opt into this plan. By working with COM, their session, and congregation, pastors can work to alter their pastoral designation to a non-called and installed pastoral role.
- **The Transitional Pastor's Participation Package** will only be available for 2025, 2026, and 2027. It is designed to help pastors to *transition* to the Congregational Care Package. The Transitional Pastor's Participation package requires full-family medical coverage (as opposed to the Congregational Pastors Package) and will have significant cost increase each year until it is phased out. Pastors starting a new call can not opt into this plan. The term "transitional" in the title of this package refers to the transitory nature of this package, and not the type of pastor (ie. transitional or interim pastors).
- **Congregational Pastors Package** is designed for pastors who need medical insurance. As part of this package, pastors and congregations can opt into medical insurance for others in their family. This additional family coverage may be paid by the congregation or the pastor.
- Once pastors and congregations determine which benefits work best for them they are to fill out the benefit table in these Terms of Call with the appropriate percentages and prices (pages 1 to 3).
- **Luke Choi is the MVP BOP Representative. He can be reached at 215-587-7463 or lchoi@pensions.org and is extremely helpful.**



TERMS OF CALL FOR ALL PASTORS 2026

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

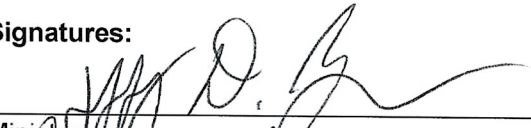
Compensation adequacy was reviewed with minister by Session on: 12/10/2025 (date)

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

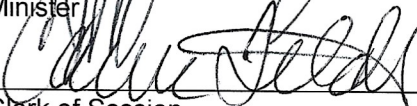
Terms of Call approved by Congregation (for Installed Pastors only): 2/22/2026 (date)

Terms of Call are effective from: 1/1/2026 (date) to 12/31/2026 (date)

Signatures:


Minister

3/2/2026
(date)


Clerk of Session

3/2/2026
(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: Jeffrey D. Bergeson

Church or Employing Organization: Cambridge Presbyterian Church

EFFECTIVE SALARY	2026	2025	MVP MINIMUM
1. Annual Cash Salary (Required)	\$56,340	\$53,200	
2. Housing Allowance (Required)	\$15,000	\$15,000	
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>	\$71,340	\$68,200	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	\$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	2026	2025
Pension: (8.5% of Total Effective Salary)	\$6,064	\$5,797
Death and Disability: (1% of Total Effective Salary)	\$714	\$682
Temporary Disability: (0.5% of Total Effective Salary)	\$357	\$341
SECA @ 50% (7.5% of Total Effective Salary)	\$5,350	\$5,115
Employer Matching Contributions (Retirement Savings Plan)	\$2,160	\$1,800
CONGREGATIONAL PASTORS PACKAGE	Paid by Church	Paid by Church
Medical Coverage: (17.5% of Total Effective Salary)	\$12,485	\$10,912
Dental Coverage:		
Vision Coverage:		
<i>Total Benefit Contributions from Church</i>	\$27,130	\$24,647
	Current Year	Prior Year
TOTAL COST TO CHURCH	\$104,220	\$98,597



TERMS OF CALL FOR ALL PASTORS 2026

Name of Minister: Kenneth A Krause

Church or Employing Organization: Northminster 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: 11/11/2025 (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: 1/1/2026 (date) to 12/31/2026 (date)

Signatures:

Signatures:

 2/3/2026
Minister (date)

 2/3/26
Clerk of Session

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: Kenneth A Krause
 Church or Employing Organization: Northminster Presbyterian Church

EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary (Required)	38,450.90	36,923.20	
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			
<i>Total Effective Salary (lines 1-7)</i>	52,450.90	50,923.20	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	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)			
<i>Total Professional Expenses</i>	4,200.00	4,200.00	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	4458.33	
Death and Disability: 1% of Total Effective Salary	524.51	
Temporary Disability: 0.5% of Total Effective Salary	262.25	
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: 17.5% of Total Effective Salary	9178.91	
Dental Coverage:	445.56	
Vision Coverage:	46.68	
<i>Total Benefit Contributions from Church and Pastor Respectively</i>		
	Current Year	Prior Year
TOTAL COST TO CHURCH	14,916.24	13,732.27
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.