

Presbytery of the James

2025 Pastoral Call Form for Called and Installed Relationships

Completed by the Pastor Nominating Committee / Associate Pastor Nominating Committee

On this date,		the		Church, in		, Virginia,
PIN #		recommends that these terms of call be approved for Rev.				

The effective date is

Check all that apply:	Full-time		Part-time		If part-time,		% of full time	
	Pastor		Co-Pastor		Designated Pastor		Associate Pastor	

The church will pay moving expenses up to \$

The church will annually review the adequacy of compensation and follow the presbytery's compensation guidelines.

Compensation					
Total Annual Cash Equivalent:		\$ <input style="width: 100px;" type="text"/>	(Compensation + Benefits must be at least \$72,000), divided using option A, B, or C:		
A. With Housing and Utilities		B. With Manse, No Utilities Provided		C. With Manse & Utilities	
Annual cash salary:	\$ <input style="width: 100px;" type="text"/>	Annual cash salary:	\$ <input style="width: 100px;" type="text"/>	Annual cash salary:	\$ <input style="width: 100px;" type="text"/>
Housing/Util allow:	\$ <input style="width: 100px;" type="text"/>	Manse value:	\$ <input style="width: 100px;" type="text"/>	Manse value:	\$ <input style="width: 100px;" type="text"/>
		Util/furnishing allow:	\$ <input style="width: 100px;" type="text"/>	Utilities are provided:	Yes
Benefits					
D. Self-employment tax (.0765 X total cash equivalent):		\$ <input style="width: 100px;" type="text"/>			
E. Pension & Major Medical dues (37% X total cash equivalent):		\$ <input style="width: 100px;" type="text"/>			
F. Study Leave (2 weeks minimum)		<input style="width: 100px;" type="text"/>			
G. Vacation (4 weeks minimum)		<input style="width: 100px;" type="text"/>			
Professional Reimbursements					
H. Auto/travel expenses (IRS rate)		\$ <input style="width: 100px;" type="text"/>			
I. Study leave expenses (presbytery minimum \$1,000)		\$ <input style="width: 100px;" type="text"/>			
Other (please specify, e.g., compensation, benefits, reimbursement)					
Sabbatical per POJ policy		\$ <input style="width: 100px;" type="text"/>			
		<input style="width: 100px;" type="text"/>			
		<input style="width: 100px;" type="text"/>			
		<input style="width: 100px;" type="text"/>			

Signatures			
Pastor Elect:		Date:	
[A]PNC Moderator:		Date:	
COM Approval:		Date:	

Please send this completed document to com@presbyteryofthejames.org