

**TERMS OF CALL REPORT  
TO PRESBYTERY OF UTAH**

Calendar Year 2026

Church Name: \_\_\_\_\_

Pastor Name: \_\_\_\_\_

Title: \_\_\_\_\_ TOC Start Date: \_\_\_\_\_

Hours worked per week: \_\_\_\_\_

**Effective Salary**

- |    |   |                 |
|----|---|-----------------|
| 1. | <b>Salary</b>   | \$ _____        |
| 2. | <b>Housing</b><br>(Including utilities unless utilities are paid directly by the church)  | \$ _____        |
| 3. | <b>Supplemental Allowances</b><br>(Including deferred compensation, fair rental value of manse including utilities, but not less than 30% of all other effective salary, unvouchered allowances, gifts) <i>Private gifts from donors, or honoraria are not included</i> | \$ _____        |
| 4. | <b>Total Effective Salary</b> (add lines 1-3)   | <b>\$</b> _____ |
| 5. | <b>SECA (Social Security) Income (up to 50%)</b><br>{ <u>Total SECA</u> is 15.3% of salary}   | \$ _____        |
| 6. | <b>Total Income</b> (add lines 4 & 5)   | <b>\$</b> _____ |

**Board of Pension Obligation**

**Congregational Pastors Package** (calculate percentages based on line 4)

- |   |                       |                 |
|---|-----------------------|-----------------|
| Medical: Pastor – 17.5% (cap of \$18,500) | \$                    | _____           |
| Pension – 8.5%                            | \$                    | _____           |
| Death and Disability – 1%                 | \$                    | _____           |
| Temporary Disability – 0.5%               | \$                    | _____           |
| <br>                                      |                       |                 |
| Medical: Children (optional) – \$9,950    | \$                    | _____           |
| Medical: Spouse (optional) – \$12,250     | \$                    | _____           |
| Medical: Family (optional) – \$22,200     | \$                    | _____           |
| <br>                                      |                       |                 |
| 7.  | <b>Total BOP Cost</b> | <b>\$</b> _____ |

## Vouchered Allowances

(All allowances not vouchered must be included in effective salary)

8. Travel/Auto \$ \_\_\_\_\_
9. Continuing Education \$ \_\_\_\_\_
10. Professional Expenses \$ \_\_\_\_\_
11. Book Allowance \$ \_\_\_\_\_
12. Other \$ \_\_\_\_\_
13. **Sub Total Vouchered Allowances** \$ \_\_\_\_\_  
*(add lines 8 thru 13)*
14. **Total Cost to the Church** \$ \_\_\_\_\_  
*(add lines 6, 7 & 13)*

15. **Vacation (30 days minimum):** \_\_\_\_\_ Full-time and part-time pastors shall be granted a minimum of one month (equivalent to 30 days) vacation per year, including four (4) Sundays. A vacation with full pay is provided for rest, refreshment, health, and work effectiveness.

16. **Continuing Education (14 days minimum):** \_\_\_\_\_ Congregations shall provide a minimum of two weeks (14 days) of study leave annually for all full-time and part-time pastoral positions. For full-time installed pastors, a minimum financial allowance of \$1,000 shall be allocated to support continuing education. This allowance may be budgeted under either a Continuing Education or Professional Expenses line item. Both study leave time and financial allowance may accrue up to a maximum of six (6) weeks over a three-year (3) period, but cannot exceed this limit. Any unused time or funds will not be payable upon the dissolution of a pastoral relationship. For more details see COM manual pages 64-65.

17. **Family Medical Leave (12 weeks minimum):** \_\_\_\_\_ Full-time and part-time pastors shall be granted a minimum of twelve (12) weeks paid family medical leave to accommodate the birth, foster placement, or adoption of a child, provide care for an ill or disabled family member, or heal following a loss or tragic event. The Session is responsible for the provision of any necessary pastoral services during this time.

**DISSOLUTION OF PASTORAL RELATIONSHIP:** It is agreed that these Terms of Call may be dissolved upon 30 days written notice by either party with the concurrence of the Committee on Ministry. Upon such notice, final compensation will include the subsequent 30 days compensation and payments for accrued vacation time.

Clerk of Session Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Pastor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

COM Mod. Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Date the congregation voted to approve these Terms of Call: \_\_\_\_\_