

Presbytery of South Louisiana  
2022  
Terms of Service for an Ordained PCUSA Pastor in Temporary Service

The \_\_\_\_\_ Presbyterian Church (USA) of (location) \_\_\_\_\_ belonging to the Presbytery of South Louisiana, being well satisfied with your qualifications for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you (name) \_\_\_\_\_ to undertake the office of \_\_\_\_\_ this congregation (promising you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord.)  
That you may be free to devote yourself \_\_\_\_\_ Full-time (*35 hours per week or more, according to the Board of Pensions*)  
\_\_\_\_\_ Part-time \_\_\_\_\_ (Number of hours per week)  
to the ministry of the Word and Sacrament among us, we promise and obligate ourselves to pay you the amounts below:

(Check Boxes)  Interim  Stated Supply  Transitional  
Is the pastor Honorably Retired? (Check Boxes)  Yes  No

The length of this term is \_\_\_\_\_,  
from \_\_\_\_\_  
to \_\_\_\_\_.

**INCOME**

*(Income subject to SECA calculation)*

1. Annual Cash Salary \$ \_\_\_\_\_

2. Housing /Utilities/Manse \$ \_\_\_\_\_

3. TOTAL SECA INCOME (Add lines 1+2): \$ \_\_\_\_\_

*(Income NOT subject to SECA)*

4. Deferred Compensation (*eg. 403(b) employee contributions, etc*) \$ \_\_\_\_\_

5. Other (specify) \_\_\_\_\_ \$ \_\_\_\_\_

6. TOTAL EFFECTIVE SALARY (Add lines 3+4+5): \$ \_\_\_\_\_

**BENEFITS AND PENSION**

**please use the BOP compensation calculators to determine the most accurate amounts for a. and b. below**  
<https://www.pensions.org/what-we-offer/employer-guidance/calculators>

7. CHOOSE ONE OF THE FOLLOWING 4 OPTIONS: (see accompanying worksheet for eligibility criteria)

a. Paid to Board of Pensions for Pastor's Participation plan \$ \_\_\_\_\_

b. Paid to Board of Pensions for Minister's Choice plan \$ \_\_\_\_\_

c. Paid to Board of Pensions for Individual Benefit Choices Plan\* \$ \_\_\_\_\_

d. Paid to Board of Pensions for Post-Retirement Service Dues\* \$ \_\_\_\_\_

\*See guidance notes to determine these amounts

8. Paid to Board of Pensions for Optional Benefits \$ \_\_\_\_\_  
(specify...eg. Dental etc.) \_\_\_\_\_

9. TOTAL PAID TO THE BOARD OF PENSIONS (Add lines 7+8): \$ \_\_\_\_\_

**ALLOWANCES:**

10. SECA tax allowance, up to 50% (*7.65% x line 3*) \$ \_\_\_\_\_

11. Other Allowances (specify)(*eg. Employer 403(b) match*) \$ \_\_\_\_\_  
\_\_\_\_\_

12. TOTAL ALLOWANCES (Add lines 10+11): \$ \_\_\_\_\_

13. TOTAL COMPENSATION ( Add lines 6+9+12): \$ \_\_\_\_\_

