



MUSKINGUM VALLEY PRESBYTERY

Journeying with Jesus to touch the World!

2019 Terms of Call: Called and Installed Positions

Name of Minister: Deborah Bowsher

Church or Employing Organization: Trinity United Presbyterian Church

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

Type of Terms of Call (Select one): 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 Muskingum Valley Presbytery

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

Date Terms of Call approved by Congregation (annual): 6-9-2019

Terms of Call are effective from 7/1/2019 (date) to 6/30/2020 (date)

Signatures:

Rev. Deborah E. Bowsher _____ May 24, 2019
Minister/Candidate Date

Tom S. Felt _____ May 26, 2019
Clerk of Session Date

Dennis Allison _____ 6-9-2019
Moderator of Session (if initial) PE Chair (if annual) Date

Please send a copy of this completed form to the MVP Mission Center.

Mail to: Muskingum Valley Presbytery
PO Box 946
New Philadelphia, Ohio 44663

Fax to: 855-603-0604
Email to: mvpjourney@gmail.com



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Total Compensation

Name of Minister/Candidate: Deborah Bolzher

Lines 1-7 parallel lines on the Board of Pensions (BOP) Effective Salary Calculator. Church or Employing Organization should promptly update Effective Salary as specified on the Board of Pensions website. For terms of call and tax information, two Board of Pensions' booklets are helpful: *Understanding Effective Salary* and *Tax Guide for Ministers and Churches*.

If you have any questions, please visit the BOP website (www.pensions.org) or contact Member Services at 800.773.7762

EFFECTIVE SALARY COMPONENT	Current Year	Prior Year	MVP MINIMUM
1. Annual Cash Salary	25,000		
2. Housing Allowance	25,600		
3. Employing Organization Contribution			
4. Bonus			
5. SECA over and above 50% specified below			
6. Other			
7. Manse			
Total Effective Salary (sum lines 1-7) (2019)	50,600		44,000

BOARD OF PENSION PASTOR PARTICIPATION BENEFITS AND OTHER BENEFITS NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Medical Coverage: 25% of Total Effective Salary or \$44,000 whichever is higher	12,500		11,000
2. Pension: 11% of Total Effective Salary	5,566		4,840
3. Death and Disability: 1% of Total Effective Salary	500		440
4. Bonus			
5. SECA @ 50%	2,500		
6. Other			
Total Benefits	21,000		16,280

PROFESSIONAL EXPENSES NOT INCLUDED IN EFFECTIVE SALARY	Current Year	Prior Year	MVP MINIMUM
1. Continuing Education Reimbursable Expense	1,000		1,000
2. Professional Reimbursable Expense	600		
3. Travel (Mileage) Reimbursement (per church)	2,500		2,500
4. Other			
Total Professional Expenses	4,100		3,500

	Current Year	Prior Year	MVP MINIMUM
Total Cost to the Church or Employing Organization	75,100		63,780

OTHER NON-FINANCIAL BENEFITS AND SPECIAL PROVISIONS

1. Paid Time Off: 20 days: minimum 4 calendar weeks or 20 individual work days
2. Study leave: minimum 2 calendar weeks, or 10 individual work days: 10 days
3. Other special provisions:
 - a.
 - b.
4. Special Provisions and other Eligible Benefits as specified in the MVP Employee Handbook