

**PRESBYTERY OF THE PACIFIC
ANNUAL COMPENSATION REPORT – 2009 EFFECTIVE SALARY**

The _____ Presbyterian Church of _____, California makes the following annual compensation report (a separate form for each pastor on the staff) and asks approval of Presbytery for any changes:
 Name _____ Position: Pastor _____, Associate Pastor _____, Other (specify) _____
 If part time, specify amount _____ hours, fraction, or percentage _____
 Is pastoral compensation reported each year on a _____ 1099 or _____ W2?

A. Cash Salary

1. Cash Salary (Do NOT include tax-deferred compensation on this line)
 2. Deferred Compensation¹
 3. Social Security offset (Enter only amount greater than 7.65% of effective salary²)

A. TOTAL

¹Annuities, 403b plans, other types of tax-deferred compensation, etc.
²Effective salary = cash + deferred + housing + Soc. Sec. amount over ½ of Soc. Sec. obligation.

B. Housing

Does pastor live in a house provided by the church?	Yes	No	(If no, proceed to 3.)
If yes, 1. Does the church provide an allowance for utilities, furnishing, maintenance, etc.?	Yes	No	No
		Amount	
2. How much would the house rent for on the open market?			
3. House NOT provided by church			
a. Rental Housing (Include utilities, furnishing, maintenance, etc.)			
a. Housing Allowance Amount			
b. Home Ownership			
Shared participation agreement?	Yes	No	
Any change to agreement in the last year?	Yes	No	
Was the change approved by Presbytery?	Yes	No	
b. Housing Allowance Amount			

C. Benefits

1. Full Pension (31.5% of A + B1 +B2) or (31.5% of A + 3a or 3b) Annual dues
2. Medical supplement to cover deductible, co-payments, etc. (if applicable)
3. Social Security (Enter only amount that has not included in A3 above²)

D. Auto Allowance

E. Professional Expenses (books, travel, entertainment, etc.)

- F. Study Leave (annual allowance) _____ weeks
 Annual Allowance _____
 Accumulated time/allowance as of 1/1/2009 _____ weeks

G. Vacation Time

Vacation time actually taken in 2008 _____

In response to Book of Order requirements and promises made at the time of the call, the above compensation package was not _____ reviewed by the Session and approved by the congregation (G-7.0302, G-10.0102m, G-14.0506).
 Were changes in Terms of Call reported to the Board of Pensions? Yes _____ No _____

Signatures

Clerk of Session	Date	Pastor	Date
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PLEASE COMPLETE AND RETURN THIS FORM NO LATER THAN FEBRUARY 15, 2009, TO:
 Presbytery of the Pacific, 6323 W. 80th Street, Los Angeles, CA 90045