

2010 Report of Changes in Ministerial Call continued...

	<u>2009</u>	<u>2010</u>
Other Compensation		
_____ In Lieu of Salary	_____	_____
Explain: _____		
_____ Deferred Compensation		
Explain: _____		

OTHER INFORMATION

Personnel Matters

- _____ Church has an active Personnel Committee.
- _____ Adequacy of pastor's compensation was reviewed for him/her using the attached form.
- _____ Annual performance review was conducted.

Professional Issues

- _____ Pastor used study leave/continuing education in 2009.

List courses that were taken:

<u>DATE</u>	<u>COURSE TITLE</u>	<u>COURSE DESCRIPTION</u>
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COMPENSATION ADEQUACY REVIEW FORM

1. Is the pastor's salary below, same as, or above the Presbytery's minimum requirements?
2. Does the pastor's salary take into account the following factors: membership size, the church's mission, the life experience and/or ministry experience the pastor brings, and the pastor's job performance?
3. Is the pastor's housing allowance sufficient in securing and maintaining a residence in the church's particular economic locale?
4. If a manse is provided, has the Session's building and property representatives inspected the manse and made the necessary repairs/improvements to maintain adequate housing for the pastor?
5. Does the utilities allowance cover the cost of utilities?
6. Does the car allowance cover the costs of the mileage of the pastor in her/his work?
7. Is the continuing education allowance adequate in covering the costs of the pastor's continuing education and is the study leave adequate to meet the goals of the pastor and the congregation?
8. What other allowances and/or items of compensation need to be reviewed?
9. Does the Session need help in answering these questions from the Presbytery's Professional Care and Development Committee and the Congregational Care and Development Committee before the Session makes its recommendations to the congregation?

Pastor

Personnel Chair or Clerk of Session