

PRESBYTERY OF TROPICAL FLORIDA
2026 MINIMUM TERMS OF CALL/COVENANT
Applies to All Serving Pastors

Cash Salary and Housing Allowance	-	-	-	-	-	-	-	\$53,787.00
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Housing Allowance Minimum: \$18,000

If Manse is provided – Cash Salary is \$33,195

SECA Tax Allowance (7.65% X Cash Salary & Housing Allowance)	-	-	-	-	-	-	-	\$ 4,114.71
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Medical Benefits – Board of Pensions | Congregational Pastors Package

Member Only	-	17.5%	-	-	-	-	-	\$ 9,413.00
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Member and Children	+	\$9,950	-	-	-	-	-	\$ 19,363.00
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Member and Spouse	-	+	\$12,250	-	-	-	-	\$ 21,663.00
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Member and Family	-	+	\$22,200	-	-	-	-	\$ 31,613.00
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Pension, Death & Disability Benefits, and Temporary Disability Benefits

(10% X Cash Salary & Housing Allowance)	-	-	-	-	-	-	-	\$ 5,379.00
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Medical Flexible Spending Account (is a defrayer to member medical deductible):

Limited to the maximum amount allowed by law - in 2026 it is \$3,400.00.

Single	1.5% of Cash Salary and Housing Allowance (<u>vouchered</u>)	-	-	-	-	-	-	\$ 806.81
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Family	3.0% of Cash Salary and Housing Allowance (<u>vouchered</u>)	-	-	-	-	-	-	\$ 1,613.62
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Professional Expenses (<u>vouchered</u>)	-	-	-	-	-	-	-	\$ 4,250.00
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Including but not limited to mileage at the current IRS rate per mile plus tolls, and parking; cell phone; meals; professional publications, dues, and other expenses as allowed by the IRS.

Continuing Education: Pre-approved (<u>vouchered</u>)	-	-	-	-	-	-	-	\$ 1,250.00
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Pre-approved by the Session - Two (2) weeks per year

cumulative for three (3) years to a maximum of six (6) weeks

Vacation	One (1) month
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Sabbatical – Recommended: At least 90 days eligible in the seventh year of service.

Note: Terms of Call are renewed annually and reported to the Presbytery annually.

Vacation and Continuing Education time are to be taken within the year.

(Part time pastor's salary, vacation, and other required expenses shall be prorated.)