

SILVER SPRING PRESBYTERIAN CHURCH

2026 Terms of Call – The Rev. Dr. Don Wahlig

Salary	2025	2026	Change	
Salary and Housing Allowance	\$115,936	\$118,834	\$2,898	2.5% increase in basic salary
Bonus	\$2,000	\$0	-\$2,000	One time bonus in recognition of doctoral degree
Don's Medical Deductible Allowance	\$870	\$870	\$0	SSPC benefit for employee only. Spouse no longer on plan
Total Effective Salary	\$118,806	\$119,704	\$898	

Benefits	2025	2026	Change	
Board of Pensions (BOP) Health Insurance for Pastors	\$17,000	\$18,500	\$1,500	17.5% of salary, capped at \$18,500 - BOP change to self-only - mandated by PC(USA)
BOP Pension Allowance	\$10,099	\$10,175	\$76	8.5% of total eff. salary - mandated by PC(USA)
BOP Death/Disability Insurance	\$1,188	\$1,197	\$9	1.0% of total eff. salary - mandated by PC(USA)
BOP Temporary Disability	\$594	\$599	\$4	0.5% of total eff. salary - mandated by PC(USA)
FICA Contributions*	\$9,089	\$9,157	\$69	7.65% of total effective salary *
Spouse's Medical Premium Cost	\$3,600	\$4,879	\$1,279	SSPC benefit, replacing family medical coverage. Board of Pension change.
Dental Insurance	\$396	\$396	\$0	SSPC benefit - Change to employee-only

Reimbursable Allowances				
Business Travel Reimbursement	\$1,000	\$1,000	\$0	
Continuing Education	\$2,000	\$2,000	\$0	
Professional Expenses	\$2,000	\$2,000	\$0	
Don's New Salary & Benefits for Yr	\$165,771	\$169,607	\$3,835	

Carry-over Benefits				
Continuing Education	\$541	\$1,000		Presbytery allows (not mandated) this benefit to be carried over; the total of all years may not exceed \$3000

	2025	2026	
Total for Budget	\$166,312	\$170,607	

Other Terms of Call Provisions	2025	2026	
Vacation (to include 4 Sundays)	30 days	30 days	PCUSA mandates 30 days vacation – including four Sundays – for all pastors.
Continuing Education Leave	14 days per yr including 2 Sundays, accrual-able to 42 days	14 days per yr including 2 Sundays, accrual-able to 42 days	Presbytery mandated minimum
Personal Days for Spiritual Renewal	1 day/qtr, No Sundays	1 day/qtr, No Sundays	Presbytery mandated minimum
Off-site Sermon Planning	1 week including one Sunday	1 week including one Sunday	Planning worship and sermons for an entire year improves coordination with music ministry, lay liturgists, and bulletin prep.
Family Medical Leave	12 weeks paid	12 weeks paid	PCUSA mandated minimum per G-2.0804 of Book of Order

*Though the IRS deems pastors to be self-employed and therefore requires them to pay 100 percent of the FICA tax, Silver Spring recognizes that the pastor functions as an employee of the church and therefore offers to pay up to half of the FICA tax of effective salary – the 50 percent that would normally be paid by an employer. Recommended by Presbytery and paid by most churches.

SILVER SPRING PRESBYTERIAN CHURCH

2026 Terms of Call – The Rev. Lisa Chase

Salary	2025	2026	Change	
Salary and Housing Allowance	\$71,400	\$73,185	\$1,785	2.5% increase in basic salary
Lisa's Medical Deductible Allowance	\$680	\$730	\$50	SSPC benefit for employee only. Spouse no longer on plan
Total Effective Salary	\$72,080	\$73,915	\$1,835	
Benefits	2025	2026	Change	
Board of Pensions (BOP) Health Insurance for Pastors	\$11,533	\$12,935	\$1,402	17.5% of salary, capped at \$18,500 - BOP change to self-only - mandated by PC(USA)
BOP Pension Allowance	\$6,127	\$6,283	\$156	8.5% of total eff. salary - mandated by PC(USA)
BOP Death/Disability Insurance	\$721	\$739	\$18	1.0% of total eff. salary - mandated by PC(USA)
BOP Temporary Disability	\$360	\$370	\$9	0.5% of total eff. salary - mandated by PC(USA)
FICA Contributions*	\$5,514	\$5,654	\$140	7.65% of total effective salary *
Spouse's Medical Premium Cost	\$2,520	\$4,210	\$1,690	SSPC benefit, replacing family medical coverage. Board of Pension change.
Dental Insurance	\$396	\$792	\$396	SSPC benefit - Change to employee-only
Reimbursable Allowances				
Business Travel Reimbursement	\$1,000	\$1,000	\$0	
Continuing Education	\$2,000	\$2,000	\$0	
Professional Expenses	\$1,000	\$1,000	\$0	
New Salary & Benefits 2025	\$103,251	\$108,898	\$5,647	
Carry-over Benefits				
<i>Continuing Education</i>	\$1,000	\$0		Presbytery allows (not mandated) this benefit to be carried over - total of all years may not exceed \$3000 \$322 used in 2022; \$2,600 used in 2025
<i>Moving Expenses max \$10,000</i>	\$9,678	\$7,078		
Total for Budget	\$113,929	\$115,976		
Other Terms of Call Provisions	2025	2026		
Vacation (to include 4 Sundays)	30 days	30 days		PCUSA mandates 30 days vacation – including four Sundays – for all pastors.
Continuing Education Leave	14 days per yr including 2 Sundays, accrual-able to 42 days	14 days per yr including 2 Sundays, accrual-able to 42 days		Presbytery mandated minimum
Personal Days for Spiritual Renewal	1 day/qtr, No Sundays	1 day/qtr, No Sundays		Presbytery mandated minimum
Family Medical Leave	12 weeks paid	12 weeks paid		PCUSA mandated minimum per G-2.0804 of Book of Order

*Though the IRS deems pastors to be self-employed and therefore requires them to pay 100 percent of the FICA tax, Silver Spring recognizes that the pastor functions as an employee of the church and therefore offers to pay up to half of the FICA tax of effective salary – the 50 percent that would normally be paid by an employer. Recommended by Presbytery and paid by most churches.