



Winnebago Presbytery

Bearing Witness to Jesus Christ, Strengthening
and Connecting Congregations

2026 Terms of Call Report Form
Presbytery of Winnebago
181 E. North Water St. Ste 207
Neenah, WI 54956

Phone: (920) 886-3598
Email: info@winnebagopresbytery.org
Website: WinnebagoPresbytery.org

Member Information

Name _____
Church _____ City _____

Persons serving in called and installed positions must participate in the Board of Pensions Plan (Book of Order, G-2.0504).

_____ Pastor _____ Temporary Pastor _____ Parish Associate
_____ Co-Pastor _____ Interim Pastor _____ Interim Associate Pastor
_____ Associate _____ Designated Pastor _____ Ruling Elder Commissioned
_____ Pastor _____ to Pastoral Service
_____ Other: _____

Annual Salary Information

Effective date of change reported on this form (mm/dd/yyyy) _____
Total hours scheduled to work per week (e.g. 25, 30, 40) _____
Please enter annual amounts or 0 if not applicable:

1. Cash salary (including employee contributions to 403(b)(9) plans, tax sheltered annuity plans, unvouchered book, car, and study allowances, vacation pay, and overtime)	\$
2. Housing allowance	\$
3. Employing organization contributions to 403(b)(9) plans and tax-sheltered annuity plans and equity allowances (matching contributions to the Board of Pensions' Retirement Savings Plan should not be included - effective 1/1/2008)	\$
4. Bonus (will be included for the current year only - if continuing, you will need to report annually)	\$
5. Other allowances (including copayment, medical, furnishings and utility allowances and reimbursement of SECA in excess of 50% - do not include expenses reimbursed through vouchers)	\$
6. Manse amount (must be at least 30% of lines 1-5 for members residing in a manse)	\$
Total Annual Effective Salary (total of lines 1-6)	\$

This document is also available electronically on our website at <https://www.winnebagopresbytery.org/resources#PastoralCompensationPacket> (preferred). Complete 2026 Terms and return to the presbytery office no later than March 15, 2026. Previous versions of this document asked good questions about Continuing Education time. The Commission on Ministry believes that these are good topics for pastors to discuss with congregational leaders.



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7. Dues are computed and benefits are determined on this amount (subject to minimums and maximums). Effective salary is any compensation a member receives during a plan year from an employing organization. For 2026: The Congregational Pastor's Participation plan provides healthcare coverage at 17.5% of effective salary (provided within range of \$6,500 minimum; \$18,500 maximum) for just pastor. Coverage for children can be provided for a flat additional rate of \$9,950, coverage for spouse can be provided for a flat additional rate of \$12,250; and coverage for family (spouse and children) can be provided for a flat additional rate of \$22,200. Winnebago Presbytery encourages congregations to discuss costs for coverage of pastor's spouse and children. Pastors who were in the "Transitional Pastor's Participation" dues plan in 2025 and are in the same position remain eligible for the TPP's phased out coverage for pastor, spouse, and children for 37% of effective salary + 10% for income protection. Income Protection Dues: Total 10% of effective salary (Pensions = 8.5%, Death & Disability = 1%, Temporary Disability = 0.5%)	\$
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Other Vouchered Compensation

8. Continuing education allowance - \$1,500 minimum	\$
9. Business and professional allowance	\$
10. Automobile allowance (circle one - <i>IRS Rate or Church Owned Car</i>)	\$
11. SECA allowance (only up to 50% - additional payment is reported in line 5)	\$
12. Other (please explain)	\$

Other Terms

13. Number of weeks vacation annually (see policy)	
14. Number of weeks of study leave annually (2 weeks minimum)	
15. Number of weeks of paid family medical leave annually (G-2.0804 requires minimum of 12 weeks annually)	