

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 ¹ | \$9,089 | \$9,157 | \$68 | 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 |

¹Though 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 | \$398 | \$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 | | | | |
| Continuing Education | \$1,000 | \$0 | | Presbytery allows (not mandated) this benefit to be carried over - total of all years may not exceed \$3000 |
| Moving Expenses max \$10,000 | \$9,678 | \$7,078 | | \$322 used in 2022; \$2,600 used in 2025 |
| 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.