

2022 PASTORAL TERMS OF CALL

Submitted by Lee Merkle-Raymond, Finance Chair

The Designated Pastor will be employed 80% time and will be compensated for pastoral services as follows.

Salary/Housing	Amount
Cash Salary (increased by 3.9% Cost Of Living)	\$67,227
Housing	\$10,000
In-Kind Manse (non-cash)	\$50,000
403(b) – employer match	\$ 3,000
Social Security offset up to 50% of FICA	\$10,000
Total Effective Salary	\$140,227
Total Pension (8.5% of \$140,227)	\$11,920
Medical/ Disability	\$36,300
(34% X Total Effective Salary 2022)	\$48,220
Church Reimbursable Allowances	
Manse/Housing Expenses	\$1,000
Discretionary Medical	\$500
Study Allowance	\$2,500
Auto/Professional Expense Allowance	\$2,000
Total Church Reimbursable Allowances	\$6,000
Total of Effective Salary+Pension+Allowances	\$194,447
Cash portion of total effective salary (as listed in the budget)	\$144,447

Compensation Includes:

- Vacation – Four weeks; all leave accrued through Dec 2021 has been used, no carry-over
- Study Leave – Two weeks; all leave accrued through Dec 2021 has been used, no carry-over
- Service to the Church – Two Weeks
- Sick Leave – Accrues 8 hours/month up to 160 hours max. (per Personnel Policy)

Clarifications and Explanations:

- MANSE/HOUSING EXPENSES: This goes towards any repairs or cosmetic upgrades that can happen without going through the Facilities Committee.
- THE 20%: The 80% pastor position was done at the request of Bruce so he could continue to coach, consult, write, and speak.
- WEEKLY HOURS: Bruce's hours will be spread out over six days with Friday being his day off.
- SUNDAYS AWAY: Bruce will not miss more than eight Sundays per year.
- PREACHING: Will preach at least 40 Sundays a year with sermons to be covered by guest preachers. For 2022: Six Sundays to be covered by Rev. Kelly Wiant and the other six Sundays by Parish Associates, Ruling Elders, and other Guest Preachers as designated by Bruce.
- IN-KIND HOUSING: The church owns a house where the pastor has traditionally lived.