

Definition of Compensation, Benefits, And Responsibilities of the Pastor

Prepared by _____

for the Reverend _____

for the period: _____ to _____

A. COMPENSATION

· With a Parsonage:

1. Base Salary

\$ _____

2. Social Security tax allowance

\$ _____

3. Total of 1 and 2

\$ _____

4. Housing as parsonage (use 30% of line 3 or FRV)

\$ _____

5. A. Household furnishings allowance*

\$ _____

B. Utilities allowance*

\$ _____

(*Note: list these amounts only if they are to be paid to the pastor directly)

6. Total of 3, 4, 5 (this is the annual defined compensation)

\$ _____

7. Total of 3 + 5 (How much you actually pay your pastor directly.)

\$ _____

· Without a Parsonage:

8. Base Salary + Housing Allowance (Housing Allowance for ordained rosters only)

\$ _____

9. Social Security tax allowance (8.29%)

\$ _____

10. Total of 1 and 2 (this is the annual defined compensation)

\$ _____

B. PENSION AND OTHER BENEFITS

The congregation will sponsor the pastor in the Pension and Other Benefits Program of the Evangelical Lutheran Church in America, which provides retirement, disability, survivor, and medical-dental coverage. (Sponsorship will include medical-dental coverage for the pastor's spouse and children unless they have other employer-provided group medical insurance coverage and the pastor consents to waiving medical-dental coverage for them under the ELCA Pension and Other Benefits Program.)

1. ELCA Pension at _____% of defined compensation

2 ELCA Medical Plan (check one): Platinum Gold+ Silver Bronze

2. ELCA Medical and Dental Insurance (check one below):

a. Member only

c. Member and children

e.

Coverage waived

b. Member & spouse

d. Member, spouse, & children

4. Other insurance or benefits:

\$ _____

_____ \$ _____

5. Housing Equity Contribution (if parsonage is provided) \$ _____
(*Note: This amount is paid to the Board of Pensions and goes directly into the pastor's retirement account pre-tax.)

C. EXPENSES

The congregation will provide for the following expenses related to this pastor's ministry.

- 1. Automobile and travel allowance \$ _____
 - 2. Other professional expenses \$ _____
 - 3. Expenses for official meetings of the synod, as reimbursed \$ _____
 - 4. Continuing education (\$1,000 recommended; minimum \$700 from calling source) \$ _____
 - 5. Other _____ \$ _____
 - 6. Pay the moving expenses to this field of service as follows: _____
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D. AGREEMENT

- 1. Vacation time of _____ days per year, including _____ Sundays;
- 2. Continuing education time of _____ weeks per year (recommended minimum of two weeks per year that may be accumulated up to three years, as reflected in a continuing-education agreement developed by the pastor and congregational council);
- 3. Participation in a First-Call theological Education Program, where applicable;
- 4. Ongoing care through a Mutual Ministry Committee;
- 5. Up to two months of continued salary, housing, and contributions to the ELCA Pension and Other Benefits Program in a 12-month period in the event that the pastor is physically or mentally disabled; and
- 6. Where applicable, parental leave up to a minimum of six weeks with full salary, housing, and benefits.

E. OTHER PROVISIONS

Special emphases of the pastor and special encouragement by the congregation:

1. During this time period, the pastor will give special attention in ministry to the following:

- (a) _____
- (b) _____
- (c) _____
- (d) _____
- (e) _____

2. The congregation will encourage this pastor's ministry in the following ways:

- (a) _____
- (b) _____

(c) _____

(d) _____

(e) _____

F. OTHER MATTERS

(Such as accountabilities, service on synodical or Churchwide boards and committees, work in church-camp programs, or other such details)

We, the undersigned, certify that the necessary approvals of the congregation and congregational council have been granted for the provisions set forth above.

Congregation President

Council Secretary

Date: _____

I certify that I accept the above statement:

The Reverend _____ Date of Signature: _____