**Definition of Compensation, Benefits, And Responsibilities of the Pastor**

Prepared by

For The Reverend

For the Period to

# COMPENSATION

The congregation will provide the following annual compensation:

|  |  |  |
| --- | --- | --- |
| 1. | Base Cash Salary | $  |
| 2. | Housing Allowance (*if provided*) | $  |
| 3. | Self-employed Social Security payment allowance (*if provided*) | $  |
| 4. | If a parsonage or other housing is provided: |  |
|  | a. Utilities allowance | $  |
|  | b. Furnishings allowance | $  |
|  | c. Housing equity allowance | $  |

# 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 individual’s spouse and children unless they have other employer-provided group medical insurance coverage and the individual 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 and Dental Insurance (*check one below*):

☐Member only ☐Member and Children ☐Coverage Waived

☐Member and spouse ☐Member, spouse & children

* 1. Other Insurance or benefits: $

*$*

# 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 ($1000 recommended; minimum $700 from calling source) $
5. Other $
6. Pay the moving expenses to this field of service as follows

# AGREEMENT

* 1. Vacation time of days per year, including Sundays
	2. Paid sabbatical leave of \_\_\_\_\_\_\_ months after each four years of service in the same ministry setting.
	3. 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 rostered person and congregation council)*

4. Participation in a First-Call Theological Education Program, where applicable.

5. Ongoing care through a Mutual Ministry Committee.

1. Up to two months of continued salary 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.
2. Maternity/Paternity or Adoptive leave of weeks with full salary, housing and benefits (Recommended 6 weeks; 4 weeks minimum).

# OTHER PROVISIONS

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

* 1. During this time period, the pastor will give special attention to the following:
	2. The congregation will encourage and support this pastor’s ministry in the following ways:

# OTHER MATTERS

Such as accountabilities, service on synodical or churchwide boards and committees, work in church camp programs, or other such details.

# POST CALL RETREAT WITH NEW PASTOR

The Congregation Council in consultation with the new senior pastor will schedule a two day retreat (evening Day 1, morning to afternoon Day 2) within three months of the arrival of the senior pastor. This retreat should be led by an outside resource person. At least 20% of the congregation should attend the retreat for it to be successful throughout the congregation. Please contact the Assistant to the Bishop for Leadership for resources.

1. **COTERMINOUS CALLS**

Calls of staff pastors are coterminous with the ending of the call of the senior/lead pastor and staff pastors will not be available for lead pastor call. See attached document on Team Ministry Calls for additional details.

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

Congregation President

Council Secretary

Date:

I certify that I accept the above statement:

The Reverend Date of signature: