

COM Report

October, November, December 2018 and January 2019

Approved Background Check form to replace current authorization form in COM Manual. Approved October 5, 2018. Recommending approval by Coordinating Council.

COM approved appointment of Rev. Donald Kinloch to moderate Gaylord congregational meeting on October 7, 2018. Approved October 4, 2018.

COM approved the shared ministry document and pastoral call document for Newberry. Approved October 13, 2018.

COM approved appointment of Rev. Bob Brown to moderate Northern Lakes Community Church congregational meeting on November 4, 2018. Approved October 2018

COM approved appointment of Rev. Gary Stevens to serve communion November 4, 2018 in Marquette. Approved October 28, 2018.

COM approved appointment of Dave Henderson to "coach" Rev. Melinda VanderSys in moderating the Newberry Session. Approved October 28, 2018

COM approved appointment of Rev. John Ritchie to serve communion December 2, 2018 in Pickford. Approved November 12, 2018

COM approved appointment of Dave Henderson to moderate Hessel session meetings January – May 2019

COM approved appointment of Dave Henderson to moderate annual meeting Hessel January 20, 2019

COM approved appointment Dave Henderson to moderate Pickford annual meeting January 27, 2019

COM approved appointment Rev. Mark Gabbard to mentor Rev. Melinda VanderSys new pastor in Newberry. Approved November 15, 2018

COM approved Roger Veliquette to take ordination exams. Approved November 23, 2018

COM approved appointment of Melinda VanderSys to moderate Newberry Session meetings December, January and February 2019. Approved December 10, 2018

COM approved David VanDam to teach five Three Lakes Lay Academy classes to a student seeking CRE status. Classes to be held at First Presbytery Church Petoskey. All are welcome. COM will review additional course offerings. Approved December 11, 2018

COM approved appointment of Dave Henderson to moderate DeTour annual meeting in DeTour. Approved December 16, 2018

COM approved Andrew Plocher (COM member and pastor) to lead the conflict management training for Committee on Ministry in 2019. Approved December 16, 2018

COM approved appointment of Rev. Sandra Murray to moderate annual meeting at Northern Lakes Community Church January 27, 2019. Approved December 21, 2018

COM approved appointment of George Carnahan to moderate congregational meeting at Houghton/Portage Lake February 3, 2019. Approved December 29, 2018

COM approved acceptance of William E. Myers, "Will", as inquirer. 2217 Aspen Drive, Traverse City, Michigan. Member of The Presbyterian Church of Traverse City. Date received into membership November 12, 2013. Approved January 5, 2019. Officially notified as an inquirer January 10, 2019.

**MACKINAC PRESBYTERY
REPORT OF CHANGES OF TERMS OF CALL FOR PASTOR
2019**

CHURCH First Presbyterian of Gaylord DATE 11/21/18

Membership 75 Average attendance 45

MINISTER Jan MacInnis-Green Year of installation 2019

Presbytery's full time minimum salary for 2019 is \$45,513 which includes cash salary and housing allowance and/or manse.

Check all that apply:

Pastor Associate Pastor Designated Pastor Designated Associate Pastor
 Interim Interim Associate Temporary Relationship
 Other type of ministry _____

Installed pastors of a congregation must participate in the Pension Plan (Book of Order, G-2.6004).

Service: Full-time (35 hours or more) Part-time (20-34 hours) #of hours _____

INCLUDED IN EFFECTIVE SALARY:

2019

1. \$ 15,000 Annual cash salary
2. \$ 15,000 Housing allowance
3. \$ 0 Utility and furnishing allowances
4. \$ 0 Deferred Compensation
5. \$ 0 Bonuses, unvouchered allowances including car, gifts from employer
6. \$ 2,754 Other allowances (e.g. medical deductibles, SECA allowance in excess of 50% of estimated obligation, etc.)
7. \$ 0 Manse amount (must be at least 30% of lines 1 through 6). Mark 0 if no manse.
8. \$ 32,754 TOTAL EFFECTIVE SALARY (Sum of lines 1 through 7)
9. \$ 14,600 Benefits Plan Dues 2019
Total of 37%
(11% for pension, 1% death and disability, 25% for medical coverage)

NOT INCLUDED IN EFFECTIVE SALARY

10. Accountable reimbursement plan (vouchered business expenses):
 - a. Continuing education reimbursements \$ 200
 - b. Automobile expenses. Check one:
 per vouchered mile using IRS allowable deductible
 Church owned car with full expenses
 - c. Business and professional expenses
11. \$ _____ SECA Tax allowance (only up to 50% of estimated obligations)
12. \$ _____ Group plan for medical deductibles, co-insurance & dental premiums
13. \$ _____ Other vouchered allowances
14. \$ _____

OTHER

2019

Vacation (Minimum 4 weeks including 4 Sundays) 4 weeks
Study Leave (Minimum 2 weeks including 2 Sundays)) 2 weeks

How many Study Leave Days were taken in 2018 0 days

Sabbatical year of eligibility: 20__

Length of sabbatical: _____

The Church Session has prepared and adopted the budget (G-3.0205) and has reviewed the adequacy of the pastor's compensation; the Congregation has approved the Pastor's Terms of Call (G-1.0503c) and reported them to the Presbytery for approval (G-2.0804).

The above terms were reviewed with the minister, by the Personnel Committee and/or the Session on 9/18/18, and are being proposed or were approved at the meeting of the congregation on 10/7/18.

These Terms of Call meet with the AA/EEO regulations.

Any changes in the Terms of Call MUST have the approval of the congregation, the minister and the Presbytery. Those not officially adopted at the time of this report, will require subsequent validation or report.

The effective date of all changes: 11/25/18

Signatures: Clerk of Session Kris Kerwin
Pastor [Signature]

Please return one copy of this form to the Moderator of the Committee on Ministry:

Chair, Committee on Ministry
Presbytery of Mackinac
2206 Mitchell Park - Suite 15
Petoskey, MI 49770

For Office Use Only

Date Received into Presbytery _____
Date Began Work _____
Date of Presbytery Action _____
Presbytery Received From _____

MACKINAC PRESBYTERY
REPORT OF CHANGES OF TERMS OF CALL FOR PASTOR
2019

CHURCH Portage Lake United Church DATE February 3, 2019

Membership 24 Average attendance 35

MINISTER Peter Norland Year of Installation 2019

Presbytery's full time minimum salary for 2019 is \$45,512 which includes cash salary and housing allowance and/or manse.

Check all that apply:

Pastor Associate Pastor Designated Pastor Designated Associate Pastor
 Interim Interim Associate Temporary Relationship
 Other type of ministry _____

Installed pastors of a congregation must participate in the Pension Plan (Book of Order, G-2.0804).

Service: Full-time (35 hours or more) Part-time (20-34 hours) #of hours 24 (60%)

INCLUDED IN EFFECTIVE SALARY:

2019

1. \$ 10,067 Annual cash salary
2. \$ 24,000 Housing allowance
3. \$ NA Utility and furnishing allowances
4. \$ NA Deferred Compensation
5. \$ NA Bonuses, unvouchered allowances including car, gifts from employer
6. \$ NA Other allowances (e.g. medical deductibles, SECA allowance in excess of 50% of estimated obligation, etc.
7. \$ NA Manse amount (must be at least 30% of lines 1 through 6).
Mark 0 if no manse.
8. \$ 34,067 TOTAL EFFECTIVE SALARY (Sum of lines 1 through 7)
9. \$ 5,326 Benefits Plan Dues 2019
Total of 37%
(11% for pension, 1% death and disability, 25% for medical coverage)

\$4,584 (12.5% of salary) for Covenant Pension Plan plus \$742 for life and disability insurance. Medical insurance through wife's employer.

NOT INCLUDED IN EFFECTIVE SALARY

10. Accountable reimbursement plan (vouchered business expenses):
 - a. Continuing education reimbursement Beginning in 2020
 - b. Automobile expenses. Check one:
 per vouchered mile using IRS allowable deductible
 Church owned car with full expenses
 - c. Business and professional expenses
11. \$ 1,500
12. \$ 2,606 SECA Tax allowance (only up to 50% of estimated obligations)
13. \$ _____ Group plan for medical deductible, co-insurance & dental premiums
14. \$ Up to Other vouchered allowances Office technology
\$1,000

OTHER

2019

Vacation (Minimum 4 weeks including 4 Sundays) Three weeks
Study Leave (Minimum 2 weeks including 2 Sundays) _____ weeks

How many Study Leave Days were taken in 2018 _____ days

Sabbatical year of eligibility: 20 26

Length of sabbatical: 3 months

Length of Call At minimum, the pastor will serve for 3 years. Terms of agreement will be reviewed annually.

The Church Session has prepared and adopted the budget (G-3.0205) and has reviewed the adequacy of the pastor's compensation; the Congregation has approved the Pastor's Terms of Call (G-1.0503c) and reported them to the Presbytery for approval (G-2.0804).

The above terms were reviewed with the minister, by the Personnel Committee and/or the Session on January 17, 2019, and are being proposed or were approved at the meeting of the congregation on February 3, 2019.

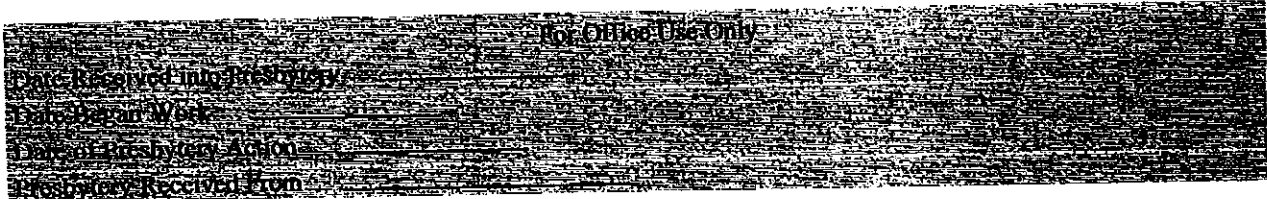
These Terms of Call meet with the AA/EEO regulations.

Any changes in the Terms of Call MUST have the approval of the congregation, the minister and the Presbytery. Those not officially adopted at the time of this report, will require subsequent validation or report.

The effective date of all changes February 3, 2019
Signatures: Clerk of Session Terry Hanson
Pastor Pete M. J. [Signature]

Please return one copy of this form to the Moderator of the Committee on Ministry:

Chair, Committee on Ministry
Presbytery of Mackinac
2206 Mitchell Park - Suite 15
Petoskey, MI 49770



CALL AGREEMENT
between an Authorized Minister and a Local Church
of the United Church of Christ

The call to Peter Norland, extended by Portage Lake United Church:

Having sought the guidance of the Holy Spirit, and believing that God has called us to share in the mutual ministry of Christ, the members of Portage Lake United Church, at a regularly called meeting of this congregation held on February 3, 2019, voted to enter into covenant with you to become a minister of this church as our pastor, beginning on February 3, 2019. All parties execute the following agreement in good faith.

We recognize that your responsibilities as our minister and our responsibilities as a congregation shall be those outlined in our local church Constitution and Bylaws, and that of the United Church of Christ's Constitution and Bylaws and its Manual on Ministry (noting especially the Minister Codes and "The Local Church in Relation to Its Pastor" in Section 1 of the Manual on Ministry).

We consider this position to be $\frac{3}{5}$ time (60% FTE). The terms of this call are contingent upon your holding ministerial standing with the Northwest Association of the Wisconsin Conference of the United Church of Christ. Should ministerial standing be suspended, revoked or transferred for any reason, this agreement can be terminated immediately by the Church Council representing our congregation.

FAITH FOUNDATIONS OF A CALL AGREEMENT IN THE UNITED CHURCH OF CHRIST

Covenant. We are a church based in covenant. When a church calls a pastor, it covenants to compensate fairly, and the pastor covenants to serve faithfully.

Stewardship. We are accountable for the wise use of the church's resources, both human and material, therefore the church should be an intentional steward in the raising

Health and Dental Insurance: Health and Dental insurance to be covered by pastor's spouse, as requested by pastor.

Social Security and Medicare Offset: Our church will compensate you for the portion of Social Security and Medicare that we would pay if you were an employee of the church; the Social Security Administration designates ordained ministers as self-employed persons. The amount of wages subject to Social Security and Medicare taxes is established annually by the IRS. This offset will be paid to you on a quarterly basis; the offset is taxable income to you.

Life Insurance and Disability Income Plan: If you are eligible to participate in and you complete an application with the Pension Boards, our church will contribute 2% of the Salary Basis to the Life Insurance and Disability Income Plan of a mutually agreed upon insurer on your behalf. Using the information contained in this agreement, the annual contribution for this plan for 2019 is \$742.48.

PROFESSIONAL MINISTRY EXPENSES

Professional Expenses: Our church will reimburse you for professional expenses up to \$2,500 annually. Professional expenses include such items as journal subscriptions, hosting expenses for church guests, professional dues, vestments, attendance of wider church meetings including registration, room and board (see below), and other legitimate costs incurred as a result of your service to this church. You may submit expense items monthly for reimbursement.

Conference, Association and Wider Church Meetings: Our church values and expects your participation in the wider church, thus we will reimburse reasonable expenses for participation in our associated denominational national, conference, association, and other meetings. The amount established to support these expenses is incorporated into the professional expenses noted above.

Continuing Education: Our church encourages and supports your ongoing professional growth through participation in collegial learning groups (e.g. "clergy clusters" or "communities of practice") and in continuing education programs to strength your ministry among us. Therefore we budget two weeks paid leave (including two Sundays) in the first and subsequent years, and \$1,000 starting in the second year for those opportunities and expenses, to be approved annually by the congregation. We expect you to discuss with the Church Council, in advance, the nature and timing of these opportunities so that we can negotiate with you the dates and types of events that best support our church's ministries and your needs for ongoing development.

24/7 to matters beyond your control. We expect that your work schedule will average 25-30 hours weekly, understanding that additional hours may be required but will be examined if an excess of 30 hours per week becomes a habit for you or for us. Therefore, we wholeheartedly support your need to take time for self-care on a regular basis, and we encourage your faithful management of two days off per week for rest and rejuvenation.

Vacation: Our church provides you three weeks of vacation time during each 12 months of service, including three Sundays. The congregation is responsible for our church programs, worship life and each other during your vacation. Service to the wider church (such as summer camp leadership, mission trips, and National/Conference/Association meetings) is not construed as vacation time. Vacation time does not accrue. Pay for unused vacation time may be negotiated upon termination.

Parental Leave: Parental leave is extended if you and your family experience the birth or adoption of a child. You will receive twelve weeks of paid parental leave so that you can care for self and family. Parental leave does not accrue and unused leave is not payable upon termination.

Personal and Sick Leave: Our church realizes that life is rarely predictable or easy; therefore, leave time is available to you for special circumstances. We expect that you will communicate promptly with the Church Council should these circumstances arise and leave time be needed. In the event of your illness, we provide up to 12 days of sick leave per 12 months of service; sick leave can accrue up to 120 days across the years of your ministry with us, though accrued sick leave is not payable upon termination. (For extended illness, see "Short-Term Disability.") In the event of circumstances such as but not limited to the illness of a dependent, the death of a family member, or a personal crisis, we provide up to 5 days of personal leave per incident, not to exceed 10 days per 12 months of service. Personal leave does not accumulate. Sick time and personal leave are not meant to be utilized as additional vacation time.

Sabbatical Leave: Our church will provide you with a sabbatical leave of three months after seven years of full-time ministry with our church. During your sabbatical, we will pay your full salary and benefits. We expect you to share with the Church Council, at least one year before beginning the sabbatical, the developing plans for time away. In your absence, we covenant to care for our church, our programs, our worship life, and each other. Further, we covenant not to use this time to accomplish or decide alone what we have not been willing or able to do together. We will, and we expect you will also, use the time to reflect on our mutual ministry in Christ and how we can live more fully into our call as Christ's church. Upon your return, we invite you to share with us an overview of activities and learnings from your sabbatical. Unless otherwise agreed before the

Church of Christ Constitution and Bylaws and Manual on Ministry (noting the *Minister Codes* and *The Church in Relation to Its Pastor* in Section 1 of MOM), and in the Three-Way Covenant we establish together with the Association/Conference, in accepting pastoral leadership we also accept your freedom of expression in the pulpit as it pertains to matters of faith and faithfulness, trusting you to be responsible to the insight of scripture, the work of the Holy Spirit, the traditions of the United Church of Christ, and the contexts in which we live our lives.

Review of Ministry: The church will examine the priorities, visions, stresses, and effectiveness of our congregation's ministries and of your ministry among us every three years at minimum. As an ongoing part of this review, we will negotiate annually with you through our Church Council to update this call agreement, keeping in mind increases in the cost-of-living, possible merit increases in salary, and consequent increases in benefits based on salary and housing.

Mediation Procedures: Our church acknowledges that, even as we pledge our faithfulness to God, to one another and to you, there may be times when difficulties within our relationship begin to overwhelm us. In those instances, we covenant with you to seek the support, advice and wisdom of our Association or Conference Minister and our Association Committee on Ministry in order to restore the goodness of our relationship and the goodness that God has placed within it. Either you or the Church Council, representing our congregation, can request a Situational Support Consultation if, in the opinion of either, our relationships are becoming ineffective or unhealthy.

Termination of Pastoral Call: Our church recognizes that relationships are always changing and that many reasons can lead to a separation. You may terminate this pastoral call agreement with 60 days written notice to the Church Council, during which period you shall continue to perform your duties under this agreement; you will not receive salary for the number of days less than 60 that you are unavailable to fulfill your pastoral duties, unless the Church Council excuses you by written resolution. The church may choose to terminate this call agreement by a vote of the Church Council acting on behalf of the congregation (unless alternate procedures are outlined by church constitution and bylaws) and in accordance with relevant state and federal labor laws. Such a termination would not be made lightly or secretly, and we promise to consult with Association/Conference staff and/or to seek outside wisdom and assistance before such a vote.

Length of Call At minimum, the pastor will serve for 3 years. Terms of agreement will be reviewed annually.

CERTIFICATION OF CALL

PASTOR NOMINATING COMMITTEE

I certify that this pastoral search was undertaken in accordance with the requirements of the Book of Order, with particular regard for the church's commitment to diversity and inclusiveness.

Lydia Lytle
Chair/PNC

CONGREGATIONAL MEETING

We certify that this call has been made in all respect according to the rules laid down in the Form of Government, at a meeting of this congregation on Feb 3, 2019, to confirm sessions decision.

Ken Larson Secretary of the Congregational Meeting Ally Moderator

Others elected to sign the call:

Lydia Lytle Angie
Bobbi Dalquist Barbara Brookhouse

CANDIDATE

This is to certify that I have received and accept the call.

2/3/2019 Date Robert White Candidate

MACKINAC PRESBYTERY, PRESBYTERY OF CALL

This call has been reviewed by the Committee of Ministry, and approved by the Presbytery on _____, 20____.

Chair, COM

Stated Clerk

Pastoral Call

The First Presbyterian Church of Newberry, Michigan belonging to Mackinac Presbytery, being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you,

Rev. Melinda VanderSys
to undertake the office of
Designated Pastor

of this congregation, beginning November 1, 2018, promising you in the discharge of your duty all proper support encouragement and allegiance in the Lord.

That you may be free to devote full-time (part-time) to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you in regular monthly payments the following effective salary and following vouchered expenses (fill in those which are agreed to):

| Effective salary | | Reimbursable expenses (by voucher) | |
|---------------------------|--------------------------|------------------------------------|------------------|
| Cash Salary | <u>\$21250.00</u> | Automobile expense (___ per mile) | <u>\$1550.00</u> |
| FICA Reimburse | <u>2113.50</u> | Continuing Education | <u>\$ 375.00</u> |
| Health Insurance | <u>6530.00</u> | | |
| Pension | <u>3037.00</u> | | |
| Admin & other | <u>1033.00</u> | | |
| Total | <u>\$33964.00</u> | | |
| Paid Vacation | <u>4 weeks</u> | | |
| Paid Continuing Education | <u>2 weeks</u> | | |

We further promise and obligate ourselves to review with you annually the adequacy of this compensation.

In testimony whereof we have subscribed our names this 21st day of October, 2018.

Lynn Duke James R. Waybright
Carry Sojars Kimberly Papant

Having moderated the congregational meeting which extended this call for ministerial services, I do certify that the call has been made in all respect according to the presbytery policy and the Form of Government, and that the persons who signed the foregoing call were authorized to do so by vote of the congregation.

Vote of the congregation at the meeting was 32 in favor of the candidate and 2 opposed.

(Signed) Daniel H. Jewell
Moderator of the meeting

Shared Ministry Agreement

Our Redeemer Lutheran Church and First Presbyterian Church of Newberry, MI

In order to make possible the proclamation of the Gospel of Jesus Christ in our area, and to insure a ministry of Word and Sacrament, we, the members of Our Redeemer Lutheran Church (ORLC) and First Presbyterian Church (FPC) recognize the advantages of working together in faith, learning, service, and support. We pledge ourselves to agree to accept the following terms in this 'Shared Ministry Agreement.'

I. GENERAL UNDERSTANDINGS

- A. Each congregation will maintain its own identity, constitution, bylaws, corporate structure, property, assets, and program activities. Cooperative work is and will be encouraged between congregations.
- B. The two congregations agree to share a pastor/designated pastor.
- C. The two congregations agree that a mutual ministry council shall meet quarterly in joint session. The mutual ministry council will be comprised of two council members from ORLC and two session members from FPC. Special joint meetings may be called by the pastor or mutual ministry council at any time. Minutes of mutual ministry council meetings shall be kept.
- D. The joint meetings of the councils shall:
 1. Annually prepare a 'Shared Ministry Budget' which will include the terms of compensation such as mileage reimbursement, health care costs, pension, parsonage expenses, and other related costs for the pastor and a proposal to each congregation of the amount of pastoral salary to be paid by each church. The initial percentage of compensation shall be fifty percent each, paid as follows:
 - FPC will issue a check to ORLC monthly for 1/24 of the total annual compensation.
 - FPC will make a one-time annual payment to ORLC for mileage. Mileage will be reimbursed at the IRS rate, with the pastor's mileage log being submitted to ORLC, and the expense split evenly.
 - FPC will make a one-time annual payment to ORLC for Continuing Education pertinent to FPC. All expenses will be turned in for reimbursement.
 - Because ORLC owns the parsonage, FPC will make a one-time annual payment to ORLC for ½ of parsonage utilities and insurance.
 - Because ORLC owns the parsonage, ORLC will be solely responsible for any structural maintenance and replacement parsonage expenses, such as roof, walls, floor, and carpeting. ORLC and FPC will equally divide the emergency cost of repair/replacement to the furnace, water heater and other major appliances. Upgrades such as painting and repairing normal wear and tear will be the responsibility of ORLC.
 - FPC will establish an annual escrow account in the amount of \$1500 to cover FPC's share of possible emergency repair/replacements costs as stated above.
 2. Coordinate the worship service schedule in each church. Initially, ORLC worship service will be at 9:00 a.m. and FPC will be at 11:00 a.m.

2. Coordinate the worship service schedule in each church. Initially, ORLC worship service will be at 9:00 a.m. and FPC will be at 11:00 a.m.
3. Pray for the work of the pastor, the congregations, and the Evangelical Lutheran Church in America and the Presbyterian Church (USA).
4. Advise and assist the pastor in matters of communication, coordination, or grievance.

II. ACCEPTANCE AND ADOPTION

This agreement will be in effect upon **November 1, 2018** for a period of two years, with worship times going into effect **Sunday, November 4, 2018**. Approval by a majority of the members of both congregations present and voting at a properly called congregation meeting is required before this agreement is in effect.

III. AMENDMENTS

Amendments to this Shared Ministry Agreement will be in effect when approved by a majority of the members of both congregations present and voting at a properly called congregational meeting.

IV. CONFLICTS

Should a conflict arise between both churches, the mutual ministry council shall take steps to investigate the nature of the conflict and decide on a mutual process to resolve the conflict.

V. DISSOLUTION OF AGREEMENT

Each congregation hereby agrees not to withdraw from this agreement until due notice of at least six months has been given in writing to the other congregation council of ORLC or session of FPC. A majority vote of members present and voting at a properly called congregational meeting will be needed for a congregation to approve dissolution.

Our Redeemer Lutheran Church of Newberry, MI

First Presbyterian Church of Newberry, MI

Rev. Melinda VanderSys
Rev. Melinda VanderSys

Donna Wyman
Donna Wyman, Church Council President

James R. Waybraht
James Waybraht, Clerk of Session

Paul E. Gaberdiel
Paul Gaberdiel, Church Council Secretary

David M. Henderson
Rev. David Henderson, Session Moderator

Attest Bishop Katherine Finegan
Bishop Katherine Finegan, Northern Great Lakes Synod,
ELCA

Attest Sue Fantini
Sue Fantini, COM Chairperson

Date received and in effect: _____

**Shared Ministry Agreement Budget
October 9, 2018**

| | Total | ORLC | FPC |
|------------------|-----------------|-----------------|-----------------|
| Salary | 42500.00 | 21250.00 | 21250.00 |
| FICA Reimburse | 4227.00 | 2113.50 | 2113.50 |
| Health Insurance | 13060.00 | 6530.00 | 6530.00 |
| Pension | 6075.00 | 3037.50 | 3037.50 |
| Admin & Other | 2066.00 | 1033.00 | 1033.00 |
| Total | 67928.00 | 33964.00 | 33964.00 |

Not included above are figures for mileage and any Continuing Education related to First Presbyterian Church which will be reimbursed at the end of each year.

ORLC budgets \$750.00 for Continuing Education and \$3,100.00 for mileage each year.

Our Redeemer Lutheran Church of Newberry, MI

First Presbyterian Church of Newberry, MI

Rev. Melinda VanderSys

Rev. Melinda VanderSys

Donna Wyman
Donna Wyman, Church Council President

James R Waybrant
James Waybrant, Clerk of Session

Paul E Gaberdiel
Paul Gaberdiel, Church Council Secretary

Rev. David Henderson, Session Moderator

Attest *Bishop Katherine Finegan*
Bishop Katherine Finegan, Northern Great Lakes Synod, ELCA

Attest *Sue Fantini*
Sue Fantini, COM Chairperson

Date received and in effect: _____

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Terms of Call
Pickford Presbyterian Church

January 22, 2019

Transitional Designated Pastor: John Ritchie

Annual Compensation

| | |
|--------------------|--|
| 33,400.00 | Annual Cash Salary |
| 4,500.00 | Housing/Utility Allowance |
| 11,370.00 | Fair Rental Value of Manse (must be at least 30% of above) |
| 49,270.00 | TOTAL EFFECTIVE SALARY |
| 18,229.90 | Benefits Plan Dues 2019 (37% of above) (11% pension, 1% death and disability, 25% for medical coverage) |
| 2,097.48 | Dental and Supplemental Death |
| 1,800.00 | Employer Paid Retirement |
| 3,696.25 | SECA Reimbursement |
| 1,000.00 | Continuing Education |
| 3,000.00 | Professional Reimbursement |
| | |
| \$79,093.63 | TOTAL |

4 weeks annual vacation, including 4 Sundays
2 weeks annual study leave, including 2 Sundays

Moving Expense Reimbursement: \$12,000.

The church will annually review the adequacy of this compensation and will follow the minimum compensation guidelines established by the Presbytery of Mackinac.

The transitional designated pastoral relationship is for a period of two years. This may be terminated by the Session or the Designated Pastor upon thirty days written notice. If terminated by the session prior the end of the contract period, full compensation and benefits will continue for up to 3 months after the date of termination or until the transitional designated pastor begins another church leadership position, whichever comes first.