

MACKINAC PRESBYTERY
TERMS OF CALL FOR PASTOR
2021

CHURCH: **Hessel/Rudyard**

DATE: **November 30, 2020**

Membership **30/50**

Average attendance: **20/22**

MINISTER **Jeri Lynn Baker**

Year of Installation **N/A**

Presbytery's full-time minimum salary for 2021 is **\$46,827** 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 _____

INCLUDED IN EFFECTIVE SALARY:

2020

1. **\$47,100** Annual cash salary

2. \$ _____ Housing allowance

3. **\$2,500** Utility and furnishing allowances

4. **\$5,170** Deferred Compensation

5. \$ _____ Bonuses, unvouchered allowances including car, gifts from employer

6. \$ _____ Other allowances (e.g. medical deductibles, SECA allowance in excess of 50% of estimated obligation, etc.)

7. **\$16,431** Manse amount (must be at least 30% of lines 1 through 6).

Mark 0 if no manse.

8. **\$ 71,201** **TOTAL EFFECTIVE SALARY (Sum of lines 1 through 7)**

9. \$ **N/A** Benefits Plan Dues 2020

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):

\$500 a. Continuing education reimbursements

\$1,000 b. Automobile expenses. Check one:
 per vouchered mile using IRS allowable deductible

Church owned car with full expenses

11. \$ _____ c. Business and professional expenses

12. \$ _____ SECA Tax allowance (only up to 50% of estimated obligations)

13. \$ _____ Group plan for medical deductible, co-insurance & dental premiums

14. \$ _____ Other vouchered allowances

OTHER 2020

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 2019 _____ 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 _____, and are being proposed or were approved at the meeting of the congregation on _____.

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: 12/31/2020
Signatures: Clerk of Session Brian J. Davis / Carol Duncan - 12/31/20
Pastor Rev. Jim L. Baker

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

Rev. 9/24/19

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November 30, 2020

N/A

Addendum: Unused study leave may be rolled over to the next year, with a maximum accumulation of three years of study leave time.

Rudyard Clerk of Session: Initial BD

Hessel Clerk of Session: Initial CD

Reverend Baker: Initial ALB