

**MACKINAC PRESBYTERY
REPORT OF CHANGES OF TERMS OF CALL FOR PASTOR
2021**

CHURCH The Presbyterian Church of Traverse City DATE 4/1/2021

Membership 678 Average attendance _____

MINISTER Jordan Starkenburg Year of Installation 2021

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:

- | | |
|-------------|---|
| 2021 | |
| 1. | <u>\$ 37,000</u> Annual cash salary |
| 2. | <u>\$ 18,000</u> Housing allowance |
| 3. | <u>\$ _____</u> Utility and furnishing allowances |
| 4. | <u>\$ _____</u> Deferred Compensation |
| 5. | <u>\$ _____</u> Bonuses, unvouchered allowances including car, gifts from employer |
| 6. | <u>\$ _____</u> Other allowances (e.g. medical deductibles, SECA allowance in excess of 50% of estimated obligation, etc.) |
| 7. | <u>\$ _____</u> Manse amount (must be at least 30% of lines 1 through 6). Mark 0 if no manse. |
| 8. | <u>\$ 55,000</u> TOTAL EFFECTIVE SALARY (Sum of lines 1 through 7) |
| 9. | <u>\$ 20,350</u> Benefits Plan Dues 2021
Total of 37%
(8.5% for pension, 1% death and disability, 27% for medical coverage
0.5% temporary disability plan) |

NOT INCLUDED IN EFFECTIVE SALARY

- | | |
|-----|---|
| 10. | Accountable reimbursement plan (vouchered business expenses): |
| | <u>\$ 2,000</u> a. Continuing education reimbursements (\$500 minimum) |
| | <u>\$ _____</u> b. Automobile expenses. Check one: |
| | _____ per vouchered mile using IRS allowable deductible |
| | _____ Church owned car with full expenses |
| 11. | <u>\$ 4,000</u> c. Business and professional expenses (including mileage reimbursement) |
| 12. | <u>\$ _____</u> SECA Tax allowance (only up to 50% of estimated obligations) |
| 13. | <u>\$ _____</u> Group plan for medical deductible, co-insurance & dental premiums |
| 14. | <u>\$ 5,000</u> Other vouchered allowances (Including one-time moving expenses) |

OTHER

2021

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 2020 _____ 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 March 16, 2021, and are being proposed or were approved at the meeting of the congregation on April 18, 2021.

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: 4-18-21

Signatures: Clerk of Session Betsy Read

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	_____