

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

CHURCH First Presbyterian Church Escanaba, MI DATE May 1, 2021

Membership 138 Average attendance virtual for 2020

MINISTER Reverent Janice Reed Year of Installation \_\_\_\_\_

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>\$ 29,400</u> | Annual cash salary  |
| 2. | <u>\$ 19,600</u> | Housing allowance   |
| 3. | <u>\$ 0</u>      | Utility and furnishing allowances   |
| 4. | <u>\$ 0</u>      | Deferred Compensation   |
| 5. | <u>\$ 0</u>      | Bonuses, unvouchered allowances including car, gifts from employer  |
| 6. | <u>\$ 0</u>      | Other allowances (e.g. medical deductibles, SECA allowance in excess of 50% of estimated obligation, etc.   |
| 7. | <u>\$ 0</u>      | Manse amount (must be at least 30% of lines 1 through 6).<br>Mark 0 if no manse.  |
| 8. | <u>\$ 49,000</u> | <b>TOTAL EFFECTIVE SALARY (Sum of lines 1 through 7)</b>  |
| 9. | <u>\$ 4,900</u>  | Benefits Plan Dues 2021 <b>Ministers choice Plan</b>  |
|    | <u>9,798.36</u>  | Total of <del>XXX</del> 10% + Med,dental,vision premiums<br>( <del>XXX</del> for pension, <del>XXX</del> death and disability, <del>XXX</del> for medical coverage<br><del>XXX</del> temporary disability plan) |

**NOT INCLUDED IN EFFECTIVE SALARY**

- |     |   |   |                      |
|-----|---|---|----------------------|
| 10. | Accountable reimbursement plan (vouchered business expenses): |   | Annual premium       |
|     | <u>\$ 1200</u>  | a. Continuing education reimbursements (\$500 minimum)            | BCBS 9441.24         |
|     | <u>\$ 1200</u>  | b. Automobile expenses. Check one:                                | Dental DMO 310.44    |
|     |   | _____ per vouchered mile using IRS allowable deductible           | Vision Eyeware 46.68 |
|     |   | _____ Church owned car with full expenses                         | Total Health 9798.36 |
| 11. | <u>\$ 1200</u>  | c. Business and professional expenses                             |                      |
| 12. | <u>\$ 2000</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>\$ _____</u>   | Other vouchered allowances  |                      |

69,298.36      **TOTAL COMP/BENEFIT PKG**

**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 NA days

Sabbatical year of eligibility: NA 20\_\_

Length of sabbatical: NA \_\_\_\_\_

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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 5/10/21, and are being proposed or were approved at the meeting of the congregation on 5/10/21.

**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: 5/01/21

Signatures: Clerk of Session \_\_\_\_\_

Pastor \_\_\_\_\_

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**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      | _____ |