

2014-2015 Guidelines for Pastors' Salaries and Benefits
Mennonite Church USA Congregational and Ministerial Leadership Team

Name of Congregation:
 Berkey Avenue Mennonite Fellowship
 Goshen IN 46526

Name of Pastor:
 Third Team Pastor

Base Salary: \$29,480 **Unit Value:** \$737

I. Salary Base \$29,480

A. Experience Value \$1,474

<i>Location</i>	<i>Description</i>	<i>Dates</i>	<i>Rel</i>	<i>Units</i>
MC USA	Assumed 2 years of experience			2.0

Max experience units: 25 Total Units: 2.0

B. Education Value \$2,948

<i>Education</i>	<i>Description</i>	<i>Dates</i>	<i>Units</i>
BA, BS, BTh	4 year college degree		4

Max education units: 8 Total Units: 4

C. Responsibility Value \$737

Role: *Associate Pastor* Max responsibility units: 9
 Attendance Average: 100-199 Total Units: 1

D. Geographical Value \$4,422

State: *INDIANA* Max geographical units: 15
 County: *Elkhart* Total Units: 6

E. Other Value \$0

Total Units:

II. Total Unit Value (A+B+C+D+E) \$9,581

Salary Subtotal (I + II) \$39,061

33.0 % of full-time equivalent (FTE) \$12,890

100.0 % of Guidelines \$12,890

III. Self-Employment Adjustment (7.65 % of \$12,890) \$986

Total Base Salary (I + II + III) **\$13,876**

IV. Housing Adjustments - NONE

A. Subtract for Parsonage	Local Rental Value for Year	
	Percentage of Total Base Salary	\$0
B. Add for Housing Equity	Percentage of Assessed Parsonage Value	\$0
	Percentage of Total Base Salary	

Income after Housing Adjustments \$13,876

V. Benefits

A. Medical Health Plan:	\$0
B. Pension Plan / Retirement Fund 00.0 % of Total Base Salary	\$0
C. Life and Disability Insurance:	\$0
D. Continuing Education Allowances: <i>Library & Continuing Education Allowances</i>	\$200
E. Other Benefits:	\$0

Total Benefits (A + B + C + D + E) \$200

Total Salary and Benefits (What the pastor receives) \$14,076

VI. Expense Allowances

A. Auto Expense: Estimate 500 miles at 0.56 cents per mile	\$280
B. Conference Expense:	\$150
C. Professional Expenses:	\$0
D. Other Expenses: <i>Hospitality</i>	\$100

Total Expenses (A + B + C + D) \$530

Total Salary, Benefits, and Expenses (What it costs the church) \$14,606

Housing Allowance Designation

7/24/2014

COVENANT OF UNDERSTANDING

Between a Congregation and Its Pastor

A covenant between Third Team Pastor and Berkey Avenue Mennonite Fellowship, Goshen, IN.

1. Position and period of effectiveness.

This position carries the title of of the Berkey Avenue Mennonite Fellowship and is a 33.0 % time position. The specific conditions of this Covenant of Understanding shall be effective for a period of one year, beginning and ending .

2. Term.

The pastor's term shall be years, the initial term beginning with additional terms, the current one of which ends on . Each term shall be reviewed by the or its designated representatives at least six months prior to the ending date and is subject to renewal by vote for approval of the congregation (at least ninety days before the ending date).

3. Salary.

The congregation will provide the pastor with an annual total cash salary of \$13,876. Of this amount, \$0 shall be designated as a housing allowance, which includes housing costs, utilities, furnishings, and appurtenances.

4. Pension Plan/Retirement Fund.

The congregation agrees to participate in the Not Eligible at the rate of 00.0 % of annual base salary. The amount for this year will be \$0.

5. Health plan, sick leave, and maternity leave.

The congregation will provide Not Eligible. Payment will be made directly by the congregation.

The congregation will grant days per month for sick leave which may accumulate up to a total of days. Arrangements for long-term illness beyond accumulated sick days will be reviewed by .

The congregation will also make provision for maternity leave. It is understood that the pastor will assist the congregation in planning for the needed interim ministry required during that time.

6. Travel and auto expenses.

The congregation agrees to reimburse the pastor for church-related travel at the rate of 0.560 cents per mile/kilometer based upon report of a regular travel log.

7. Vacation and Holidays.

The pastor will be granted weeks of vacation annually. No more than one week can be accumulated for the following year. Upon termination of services, the last vacation period will be prorated in proportion to the time served that year. Holidays normally observed by society will be time off, with compensatory days for those religious holidays which call for pastoral duty. The pastor is regularly given one and one half days off each week from pastoral responsibilities.

The pastor is allowed personal days per year for special situations not covered by other guidelines.

8. Continuing education.

The church supports various types of continuing education which will encourage the professional growth of the pastor; a maximum of working days and \$200 will be provided annually for such activities. They may be accumulated over years within the congregation being served to permit participation in something such as the sermonary interterm or summer school. Other resources may also be available through the area conferences or MMA.

9. Office expense.

The church will provide adequate office equipment and furniture and pay for expenses of operating the church office, such as stationery, postage, telephone, copying, and other supplies.

10. Conference and community.

The church looks with favor upon the pastor's participation in conference and Mennonite activities as a part of our congregation's sharing in the larger church, as well as in community projects in its own area. It is always appropriate to check with the church leadership group for guidance as to what is appropriate participation, especially in regard to amount of time given.

Because participation in and attendance of denominational sessions, area conference sessions and ministerial retreats are a part of the pastor's responsibility, the church will pay for the normal transportation cost (the lesser of either auto mileage or low-cost air fare), registration, lodging, and meals.

11. Other expenses.

The church will provide up to \$100 for the following other expenses: Hospitality.

12. Social Security.

By law in the United States, the licensed or ordained minister must make Social Security payments as if self-employed. The congregation is providing assistance by adjusting the salary paid to the pastor.

13. Insurance

The congregation will provide the following additional insurance: Not Eligible.

14. Resignation and termination

In the event the pastor chooses to resign this position, the shall be given a minimum notice of ninety days prior to the effective date of resignation. Should the church choose to terminate the pastor in this position, they likewise will give a minimum of ninety days notice prior to the effective date of termination. If immediate dismissal occurs, for reasons other than ethical violations for which ministerial credentials have been terminated by the area conference, severance pay and benefits equal to ninety days shall be given.

15. Review.

All the terms of the covenant of understanding shall be reviewed annually by the or its designated representatives meeting with the pastor, and in time for the preparation of the annual budget of the congregation.

16. Signatures with a copy to each.

SLT Representative or Chairperson,

Third Team (Pastor)
