2020 STATED SUPPLY CONTRACT

The Session of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, a congregation of the Presbytery of Milwaukee enters into the following contract for Stated Supply with the Rev. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, beginning on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ for \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. (Please specify duration of contract not to exceed one year.)

This is a \_\_\_\_\_ FULL TIME ministry

\_\_\_\_\_ PART TIME ministry at \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (indicate hours per week)

This ministry will include (Please check all fields pertaining to this position. If this is a less than full-time position the session and pastor should work out together how much time per week is required.):

\_\_\_Worship Leadership, Preaching, Administration of the Sacraments (10 hours)

\_\_\_Visitation, Pastoral Care

\_\_\_ Moderating Session and Administration

\_\_\_Other (specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_Other (specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_Other (specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_Other (specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_Other (specify)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**COMPENSATION**

Compensation will be paid to the Stated Supply Pastor according to the Annual Terms which meet or exceed the Minimum Compensation Standards of Milwaukee Presbytery. If the position is part-time the effective salary may be calculated as a percentage or hourly rate of no less than $22.99/hr.

(The median salary for PCUSA ministers as calculated by the Board of Pensions was $59,100 in 2019 for full-time ministers. The Minimum Effective Salary for the Milwaukee Presbytery for 2020 is $48,401 for a 40-hour work week. These wages reflect an hourly rate of $23.27.)

**Effective Salary**

1. Cash Salary (12-month equivalent) $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2. Housing / Utilities Allowance or Manse Value $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3. Contributions to PCUSA Fidelity 403b or other retirement $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

4. Additional Compensation or Allowances (please specify below) $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Total Effective Salary for Board of Pensions** (summary of 1-4) $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Additional: 1/2 SECA (7.65%) $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Benefits**

1. Board of Pensions $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2. BOP Optional Coverage (please specify) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3. Other (ie: Medical Reimbursement) $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

4. Vacation **Minimum** of four weeks including four Sundays

(If greater, please indicate here\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_)

5. Paid Sick Leave (up to 10 days for each year of service)

**6. Please see Personnel Policies for Pastors at pbymilwaukee.org under Work of the Presbytery/COM for a complete list of the Presbytery’s Pastoral Policies and Minimums.**

**Initial Clerk of Session\_\_\_\_\_\_\_\_ Initial Pastor\_\_\_\_\_\_\_\_\_**

**Professional Reimbursable Expenses**

1. Mileage Reimbursement at current IRS rate

(the rate for 2020 is $.58/mile.) $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2. Continuing Education

a. Reimbursable expenses (travel, lodging, fees, materials)

($2,000 minimum/full time accumulative to 3 years) $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

b. \_\_\_\_ Minimum 2 weeks/year including 2 Sundays accumulative to 3 years

\_\_\_\_ Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3. Professional Expenses ($500 minimum) $\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Salary and Housing will be paid (check one) \_\_\_ monthly; \_\_\_ twice a month on the \_\_\_\_\_ and \_\_\_\_\_\_; or\_\_\_\_\_\_ bi-weekly

**All parties have read and agree to the Presbytery’s dissolution policy found at** [**www.pbymilwaukee.org**](http://www.pbymilwaukee.org) **COM documents.**

**Initial Pastor\_\_\_\_\_\_\_\_\_ Initial Clerk of Session\_\_\_\_\_\_\_\_\_\_**

Date of Conference with Pastor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of Session Action: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Clerk of Session signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_

Pastor Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_

COM Moderator Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_

“By action of the presbytery, this relationship was recorded in the rolls and records of the Presbytery and the General Assembly.”

Stated Clerk (or Associate Stated Clerk) Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_