

## Pastoral Employment Contract

The Presbyterian Church of Arkport, NY, PCUSA identification code 05883, belonging to the Presbytery of Geneva, being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as a pastor whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly selects you,

**Bruce Imre Incze**

to undertake the office of

**Full-Time, Solo Pastor,**

**Teaching Elder, Other**

of this congregation, beginning 8 February 2017, promising you in the discharge of your duty all proper support encouragement and allegiance in the Lord.

That you may be free to devote yourself full-time to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you in regular monthly payments the following effective salary and following vouchered expenses.

### **Effective Salary:**

Cash Salary	\$32,500
Housing Allowance	\$17,500
<b>Total</b>	<b>\$50,000</b>

### **Total Package:**

Effective Salary:	\$50,000
SECA (7.65% of Effective Salary):	3,825
Medical Insurance (BCBS Fed.)	6,252
IRA for retirement	6,000
Voucher expenses:	<u>1,500</u>
<b>Total</b>	<b>\$67,577</b>

### **Board of Pensions**

**As Teaching Elder, other, Bruce has chosen not to participate in the Board of Pensions**

### **Expenses Reimbursed** by voucher submitted quarterly

Auto/Travel allowance*	see below
Book allowance	\$500
Continuing Ed/Study Leave	<u>1,000</u>
Total	1,500

\* Mileage will be reimbursed at the rate allowed by IRS which is \$0.535 for 2017. May also include airfare and car rental. The amount is not specified.

Paid Vacation: 4 weeks; no more than 4 Sundays

Paid Continuing Ed/Study Leave: 2 weeks; no more than 2 Sundays

(All leave must be approved by Session.)

Relocation expenses: All reasonable, vouchered, household moving expenses from Saint Robert, MO to Arkport, NY will be reimbursed.

In testimony whereof we have subscribed our names this 5th day of February, 2017.

Moderator: Beverly Karr Lyon \_\_\_\_\_

Clerk of Session: Lorraine Glidden \_\_\_\_\_

Chair of the PNC: Regie Stover \_\_\_\_\_

Having moderated the congregational meeting which extended this call for ministerial services, I do certify that the call has been made in all respect according to the presbytery policy and the Form of Government, and that the persons who signed the foregoing call were authorized to do so by vote of the congregation.

Vote of the congregation at the meeting was \_\_\_\_\_ in favor of the candidates and \_\_\_\_\_ opposed.

(signed) \_\_\_\_\_  
Moderator of the meeting

**Certification of Contract**

**A. Action by Presbytery of Contract**

1. The Presbytery of \_\_\_\_\_ has reviewed and approved this contract.

Date of action \_\_\_\_\_ (Signed) \_\_\_\_\_  
Stated Clerk or Authorized Signer

**B. Action by the Minister's/Candidate's Presbytery**

1. The Presbytery of \_\_\_\_\_ finds it expedient (not expedient) to release \_\_\_\_\_ to accept this contract.

Date of action \_\_\_\_\_ (Signed) \_\_\_\_\_  
Stated Clerk or Authorized Signer

**C. Acceptance of the Contract**

This is to certify that we have received and accepted the call.

Date of action \_\_\_\_\_ (Signed) \_\_\_\_\_  
Pastor

*Complete and sign four original copies.*

*When all parties have signed, an original copy goes to*

1. *the minister*
2. *the calling church,*
3. *the presbytery of call*
4. *the minister's presbytery of membership/care.*