

Definition of Compensation, Benefits, and Responsibilities for Ministers of Word and Sacrament Under Call

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for the Reverend Ryan Michael Gerlach

annual compensation beginning 11/1/2025 (Proposed to begin 9/15/2024)

A. COMPENSATION (Please note: all compensation on this form should be annualized and reviewed each year.)

This call will be 100 % of full time. Full time is defined as 40 hours per week.

The congregation will provide the following annual compensation:

1. Total Defined Compensation which is the sum of salary, housing, and social security allowance, will be broken out as follows:

for salary	\$ <u>53,310⁰⁰</u>
for housing	\$ <u>20,000⁰⁰</u>
for social security allowance (Church portion only)	\$ <u>5,608⁰⁰</u>
Total	\$ <u>78,918⁰⁰</u>

2. If a parsonage is provided please enter the following allowances:

Utilities allowance	\$ <u>- 0 -</u>
Furnishings allowance	\$ <u>- 0 -</u>
Housing equity allowance	\$ <u>- 0 -</u>

B. RETIREMENT AND OTHER BENEFITS

The congregation will sponsor the pastor in the ELCA Retirement and Other Benefits program, which provides retirement, disability, survivor, and medical-dental coverage. Sponsorship will include medical-dental coverage for the individual's spouse and children unless they have other employer-provided group medical insurance coverage and the individual consents to waiving medical-dental coverage for them under the ELCA Retirement and Other Benefits program.

1. ELCA Retirement at 10 % of defined compensation
2. ELCA Medical and Dental Insurance (check one below):

☐ Member only ☐ Member and spouse ☐ Member and children
☐ Member, spouse, and children ☒ Coverage waived

3. List the insurance level (GMS recommends Gold+) Gold+

4. Other insurance or benefits Follow ALL footnotes on official offer document. If insurance is waived, Incr Health Premium for Pastor only will be included (estimate \$3,000⁰⁰)

C. EXPENSES (Please note: all expenses on this form should be annualized and reviewed each year.)

The congregation will provide the following expenses related to this pastor's ministry:

Automobile and travel allowance	\$ <u>1,500⁰⁰</u>
Other professional expenses	\$ <u>600⁰⁰</u>
Expenses for official meetings of the synod Synod Assembly	\$ <u>200⁰⁰</u>
Continuing Education (\$1,400 recommended; minimum \$1,000 from calling source)	\$ <u>1,300⁰⁰</u>
Other (moving expenses etc.) <u>\$5,000 moving / Airfare following footnotes</u>	\$ <u>5,000⁰⁰</u>
<input type="checkbox"/> First Call Pastor - The congregation will provide _____ days (7 minimum) annually for First Call Theological Education, in addition to _____ days (synod guidelines minimum 14 days) for electives in continuing education for three years. (Guidelines for First Call Theological Education)	\$ <u>900⁰⁰</u>

For Pastor, Spouse and Child

D. AGREEMENT

1. Vacation time of 4 weeks per year, totalling 20 days per year (includes 4 Sundays)
(recommended minimum 4 weeks per year including 4 Sundays)
2. Continuing education time of 2 weeks per year (recommended minimum of two weeks per year that may be accumulated up to three years, as reflected in a continuing education agreement developed by the rostered minister and congregation council)
3. Participation in a First Call Theological Education Program, for pastors in their first 3 years of ordained ministry
4. Ongoing care through a Mutual Ministry Committee
5. Up to two months of continued salary and contributions to the ELCA Retirement and Other Benefits Program in a 12 month period in the event that the pastor is physically or mentally disabled. (Provision may be made for further unpaid time for disability recovery as agreed by the congregation, but with the stipulation that unused accumulated sick leave will not be compensated at the end of this call.)
6. Maternity/Paternity or Adoptive leave of 6 weeks with full salary, housing, and benefits.
(Greater Milwaukee Synod policy recommends 8 weeks)

E. OTHER PROVISIONS

(A description of the particular responsibilities of this position from the Mutual Expectations section of your Ministry Site Profile may be attached to this Definition of Compensation, Benefits, and Responsibilities or the following may be completed)

Special emphases of the pastor and special encouragement by the congregation:

1. During this time period, the pastor will give special attention to the following:
 - a. See Attached signed official contract with Resurrection and
 - b. Rev. Ryan Geelach. This form is for ELCA/Synod use only
 - c. _____
 - d. _____
 - e. _____
2. The congregation will encourage and support this pastor's ministry in the following ways:
 - a. _____
 - b. _____
 - c. _____
 - d. _____
 - e. _____

F. OTHER MATTERS (please attach a separate page)

Such as accountabilities, service on synodical or churchwide boards and committees, work in church-camp programs, or other such details.

We, the undersigned, certify that the necessary approvals of the congregation and congregational council have been granted for the provisions set forth above.

Council President _____ Date: _____

Council Secretary _____ Date: _____

I certify that I accept the above statement:

The Reverend _____ Date: _____

Note: Return this and all call documents to the synod office. The original file will be sent by the office to the congregation and Rostered Minister for electronic signature. Copies are retained in roster and congregational files at the synod office. Congregations and Rostered Ministers should retain their own copies.