

Call Agreement

On this day, February 15, 2009, having sought the guidance of the Holy Spirit and believing that God has called us to share in a mutual and common ministry in Christ, the members of the Congregational United Church of Christ of Buena Vista, Colorado at a regularly-called meeting, voted to enter into covenant with you, a servant of God, to become pastor and teacher of this church beginning on March 9, 2009.

I. TERMS OF CALL

This is an agreement between Congregational United Church of Christ in Buena Vista, Colorado and the Reverend Rebecca Kemper Poos called as Senior Pastor. All parties execute this agreement in good faith.

The terms of call outlined in this agreement are contingent upon your holding Ordained Ministerial Standing with the Southeastern Association of the Rocky Mountain Conference of the United Church of Christ. Should Ordained Ministerial Standing be suspended, revoked, or transferred for any reason, this agreement can be terminated immediately by the Church Council, representing our congregation.

Believing that the cause and mission of Christ's church will be forwarded under your pastoral and spiritual leadership, we join in this agreement.

Our church calls you to accept this pastoral office by recognizing and acknowledging with us the responsibilities and duties as our pastor, including those described in the Bylaws of this church and those by the customs and usages of the pastoral office of the United Church of Christ as defined in the *United Church of Christ Manual on Ministry*, (particularly sub-sections entitled, "The Local Church in Relation to Its Pastor," and "The Ordained Minister's Code," which include the right and responsibility of participation and leadership in the mission of the United Church of Christ, the ecumenical church, and the community.)

As a congregation, we wholeheartedly commit ourselves to the following terms of the covenant as we call you to be pastor and teacher.

II. RELOCATION EXPENSES

Our church will pay reasonable relocation costs to move you and your family from Castle Rock, Colorado to Buena Vista, Colorado. It is your responsibility to secure written estimates of the costs involved and submit them to our Church Council/Governing Board so that we can adequately plan and execute our part of these logistics. Relocation costs include the expense of, moving your household goods, mileage for transporting your automobiles, and meals and lodging for you and your family en route.

Our church will reimburse you in the amount of \$140.00 for the cost of your required Criminal Background Check document.

III. SALARY AND HOUSING

Because our church is committed to fair and just compensation, we provide the following financial care. All figures listed in this section are annual amounts and will be pro-rated during the remainder of the current budget year.

Cash Salary

Beginning on March 9, 2009, our church will pay a cash salary of \$ 38,500. The treasurer of our church will make these payments on a semi-monthly basis.

Parsonage

Our church will provide a parsonage, which for the purpose of this agreement is valued at \$ 11,550 with utilities provided as shown below:

Gas and electric up to \$ 1500.00 per year

Water and sewer

Basic telephone costs, excluding special features such as DSL

We will attend to regular maintenance on this home. A portion of your cash salary will be identified as a non-taxable furnishings allowance. This amount will be established annually by written request of the Pastor and approval by the Church Council.

IV. BENEFITS

Annuity Plan

Our church will pay, on your behalf, an amount equal to 14% of the pension basis to your account in the Annuity Fund of the United Church of Christ. The pension basis equals total cash salary plus housing allowance. Using the information in this agreement, the pension basis for this year is \$ 50,050 and the annual contribution is \$ 7007.

Health and Dental Plan

Our church will provide coverage for you and your eligible immediate family in the United Church of Christ Health Insurance and Dental Plan.

Social Security and Medicare Offset

Our church pays no Social Security or Medicare Offset payment. Our understanding is that the basic salary amount includes those items.

Life Insurance and Disability Income Plan

If you are eligible to participate, our church will contribute 1.5 % of the salary basis to the Life Insurance and Disability Income Plan of the United Church of Christ on your behalf. Using the information contained in this agreement, the annual contribution for this plan is \$751.

V. OTHER PASTORAL MINISTRY EXPENSES

Our church recognizes that to call forth the gifts God has given you to lead our church faithfully, we must provide both resources and support that will assist you in remaining vital, creative, and energetic for this ministry on our behalf. Therefore, our church will provide you the following pastoral ministry support and reimbursement for expenses incurred while you are conducting ministry on behalf of this church.

Professional Expenses

Our church will reimburse you for reasonable professional expenses pre-approved by the Council. These approved expenses will be tracked and used to establish a budget amount for the following year. Professional expenses include such items as books, journals, and entertainment expenses for church guests, professional dues, vestments, and other legitimate costs incurred as a result of your service to this church. You may submit expense items for reimbursement on a monthly basis.

Conference, Association and Wider Church Meetings

Our church values your participation in the wider church. Thus, we will reimburse reasonable expenses for attendance and participation in our United Church of Christ national, conference, association, and other meetings. When these events occur during a time we regularly gather for worship, the church will make other provision to provide leadership for our worship services. The amount established for meeting expenses is included as a portion of professional expenses.

Continuing Education

Our church encourages and supports your opportunities to participate in clergy in-service and continuing education programs to strengthen your ministry in this church. Therefore, you will be provided one week of study leave during your first year of service. One additional week of study leave, as well as budgeting for continuing education will be incorporated in association with the annual review of this Call Agreement. We expect you to discuss with the Church Council, in advance, the nature, timing, costs, and programmatic impact of these opportunities so that we can negotiate with you the dates, expenses, and types of events that best support our church's programs and your needs for development

Travel Costs

Our church will reimburse you, at the Internal Revenue Service mileage rate established each year, for using your automobile in fulfilling the duties of the pastoral office. It is your responsibility to keep a log of mileage for appropriate services in case of a tax audit. Therefore, we have established up to \$ 2400.00 for this year to cover travel costs.

VI. SABBATICAL LEAVE

Our church will provide you with a sabbatical leave of three months after five years of full-time ministry with our church. During your sabbatical, we will pay your full salary and benefits. We expect you to share with the Church Council, at least one year before beginning the sabbatical, the developing plans for time away. In your absence, we covenant to care for our church, our programs, our worship life, and each other. Further, we covenant not to use this time to accomplish or decide alone what we have not been willing or able to do together. We will, and we expect you will also, use the time to reflect on our mutual ministry in Christ and how we can live more fully into our call as Christ's church. Upon your return, we will invite you to share an overview of activities and learnings from your sabbatical with the church. Unless otherwise agreed before the sabbatical, we expect that you will continue as our pastor and teacher for at least one year after your return.

VII. WEEKLY SCHEDULE, VACATION, FAMILY AND COMPASSIONATE LEAVE

Weekly Schedule

We realize that the demands of church life come at all hours of the day and night and that the covenant with our church requires your attention to matters often beyond your control. In addition, we recognize your need each week to take time for self and family. Therefore, we encourage and support your ability to manage the equivalent of two days off per week for rest, relaxation and time with family and friends.

Vacation

Our church provides you four weeks of vacation leave during each 12 months of service. The first week may be taken after 90 days and one week after each consecutive 90-day period. Vacation time may be accrued for use at a future time, however the church would prefer that not more than two weeks of vacation be taken consecutively. The congregation is responsible for our church programs, worship life and each other during your vacation.

Parental Leave

No provision for parental leave is currently offered.

Personal/Compassionate Leave

Our church realizes that life is not always predictable or within our control. Therefore, in the event of special circumstances, compassionate leave is available. We understand special circumstances to include the death of an immediate family member, sickness, or personal crisis. We provide you with up to five (5) days of compassionate leave per incident. Additional days of leave may be negotiated, with the Council, considering such things as circumstances, covering parish pastoral care, and worship services. Compassionate leave does not accrue and unused compassionate leave is not payable upon termination.

VIII. DISABILITY AND DEATH BENEFITS

Disability Benefits

Initial Disability. If you become disabled and unable to meet pastoral responsibilities while serving our church, we are responsible for paying full salary, housing, and benefits for 90 days.

Period of Disability. If disability prevents you from performing pastoral responsibilities longer than 90 days, the church anticipates that the United Church of Christ Life Insurance and Disability Income Plan will become effective.

Death Benefits

In the event of your death while serving our church, we will provide your immediate family, in addition to salary earned but not yet paid: cash salary and housing for the current month; then cash salary, and housing for a period of 60 days; and the cash value of any vacation leave earned. The 60-day period will commence on the first day of the month following death. Further provisions, if necessary, may be considered and will be discussed with your family by our Church Council, and our Conference minister, and the association committee on the ministry.

Disability and Death Benefits

If death occurs during the first 90 days of your disability, the church will provide your immediate family with up to 60 days of cash salary, housing, health and dental benefits for both the initial period of disability and for a death benefit. The 60-day period will commence on the first day of the month following death. Further provisions, if necessary, may be considered and will be discussed with your family by our Church Council, and our Conference minister, and the association committee on the ministry.

IX. REVIEW OF PASTORAL CALL AGREEMENT

Through our Church Council and in accordance with our church's budget cycle, the church will negotiate with you, annually, to update this agreement, keeping in mind increases in the cost-of-living, possible merit increases in salary, and consequent increases in benefits based on salary and housing.

X. OFFICE PROVISIONS

We agree to provide you with an easily accessible office, and to be sensitive to your needs for adequate support staff, appropriate surroundings and equipment.

XI. EVALUATION OF OUR CHURCH'S MINISTRY

Our church accepts its responsibility to live faithfully and in covenant with you, our pastor and teacher. Accordingly, at the end of our first year together and every year thereafter, we covenant to study, review and evaluate the priorities and total ministry (including staff) of our church. The Church Council will establish or assign a committee with responsibility to conduct this evaluation and make report to the Church Council.

XII. MEDIATION PROCEDURES

Our church acknowledges that even as we pledge our faithfulness to God, one another and you, there may be times when difficulties within our relationship begin to overwhelm us. In those instances, we covenant with you to seek the support, advice, and wisdom of our association, conference minister, and our association committee on the ministry, in order that we actively work to maintain the goodness of our relationship and the goodness God has placed within it. Either you or the Church Council, representing our congregation, can request such a consultation, if in the opinion of either, our relationships are becoming ineffective or unhealthy.

XIII. TERMINATION OF PASTORAL CALL

Our church recognizes that relationships are always changing and that many reasons can lead to a separation. Thus, either party can terminate this pastoral call agreement giving at least 90 days' written notice to the other or upon other terms to which we both mutually agree.

XIV. FREEDOM AND RESPONSIBILITY OF THE PULPIT

Notwithstanding any of the other responsibilities outlined for our pastor in the Articles of Incorporation and Bylaws of this church or in the other resources referenced on the first page of this document, in accepting pastoral leadership we also accept your freedom of expression in the pulpit as it pertains to matters of faith and faithfulness according to the insight of scripture, the work of the Holy Spirit, the traditions of the United Church of Christ, and the context in which we live our lives.

AGREEMENT

In witness thereof, we have signed our names on this ___ day of _____ 20____.

For the congregation:

Moderator/President: (Signature) _____

Date _____

Clerk/Secretary: (Signature) _____

Date _____

Treasurer: (Signature) _____

Date _____

Pastor-Elect's Acceptance:

Signature _____

Date _____

(Note: Affix church seal here, if available)

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AGREEMENT

In witness thereof, we have signed our names on this 15th day of February 2009.

For the congregation:

Moderator/President: (Signature) Melvin Meardon

Date 2/15/09

Clerk/Secretary: (Signature) Wayle A. Nyberg

Date 02-15-09

Treasurer: (Signature) Maurine Hale SEA Chr cm

Date 2-15-09

Pastor-Elect's Acceptance:

Signature Rev. Rebecca Kempf POC

Date 2/15/09

(Note: Affix church seal here, if available)

ADDENDUM TO TERMS OF CALL FOR
REV. REBECCA KEMPER POOS
SENIOR PASTOR, CONGREGATIONAL UCC, BUENA VISTA, CO

RE: STUDY LEAVE

The original Call Agreement upon hiring Rev. Rebecca Kemper Poos in March 2009, provided for One week of Study Leave for the first year. Two weeks per year is standard for ministers serving churches, and this matter was left for further discussion.

Call Agreement: One additional week of study leave, as well as budgeting for continuing education will be incorporated in association with the annual review of this Call Agreement.

In the 2010 Clergy Annual Evaluation, this was discussed by the evaluating committee with the pastor, and then with the Trustees.

The decision was made to amend the agreement in the Terms of Call to Two Weeks Study Leave per year of service to the church.

In the 2011 Evaluation this was discussed again and put in writing as an official amendment to the Call Agreement, since written documentation had not been created the previous year.

Thomas E. Rawlin Moderator

Ann Condra Assistant Moderator

Rev. Rebecca Kemper Poos Rev. Rebecca Kemper Poos, Pastor

Date: 12 / 21 / 11