

United Congregational Church of Conway (UCC) Annual Report for 2021

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January 23, 2022

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Moderator's Report- 2021

Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has. — Margaret Mead

We've had another "quite a year." Annual Meeting, like a birthday or New Years Eve, provides an opportunity to look back over the period of time we've just made it through, and encourages *reflection*. I've done quite a few reflections in my time in lay-leading services, on perseverance. My truth is that these reflections were aimed not just for where we, as a congregation, are going through, and reflecting on what the world is going through, but also speaking to myself, and maybe a bit of what I am going through. I'm giving a pep talk that I want to hear. I'm trying to be the change I want to see in the world. I felt, and part of me still feels (because I must) that this is a short-term struggle. Because my own ability to accept that aspects of this may be long term has been difficult to face. In truth, if at the meeting I first accepted to be the Moderator I would know that would mean a several-year commitment, I don't know that I would have been up to it. But we have come this far.

I have sought support in scripture for dealing with the stresses of our time and situations. My favorite go-to, from the first church I shared with my wife, where the pastor ended services with the quote from *Phillipians* (*"Rejoice in the Lord always. I say again: rejoice! Have no anxiety about anything, but in everything, by prayer and petition, with thanksgiving, make your requests known to God. And may the peace of God that surpasses all understanding will guard your hearts and minds in Christ Jesus."*). Every Sunday this left me refreshed.

As we have moved forward with our building, and our search for a long-term spiritual leader, the hope I cling to is for the Grace of God. I'm buoyed by the idea that I did nothing to deserve it, but can have it, if I just ask, and believe that it will come. My sister often says *"For every door that closes, another door opens. But it's hell in the hallway."* We may be in a *helluva* hallway, right now, but the door that is the answer to what we have worked and prayed for in the darkness of the hallway, seems to be becoming more visible. To illuminate that hallway, I rely on all of you. And you do not relent in providing that light. Even as we all grow older, as we all strive to help our church and our larger faith community, survive and prosper.

I've heard some say that the struggles we've had as a Congregation and as a Church is maybe a reason or a subtle (Divine) sign to give up. But I've never believed that. God gives you signs to *believe*, not to *give up*. And in answer I look not only to scripture, but to music, and a line from a Doobie Brothers song, *One By One*, that helped me in High School. The chorus is *"So one by one, we're given these moments to live. Just as one by one they're taken away. So one by one, I'm taking each day in my stride, as one by one the memories stay,"*. But more important is the key line: *"You'll always have a chance to give up. So why do it now?"* That is strength from the Grace of God, and is shown by each of you. We always have a chance to give up. But not today. Not today.

That said, a few highlights of 2021 (many of which you will see in reports herein):

- The Church Council which has diligently worked together to keep our church alive and active
- The Grocery Card Program managed by Tina, which has supported our church significantly financially while providing convenience for our church members
- Bake Sales headed by the Kitchen Cabinet of Muriel, Lois, Phylis and Lorraine and supported by GSB
- Beverly and Joni and Judi for their joy, enthusiasm and giving nature, our favorite cheerleaders for every service
- Birthday and Anniversary cards consistently and lovingly sent out by Liz
- Able management of our church finances by Lois and Pat, and now Steven Schneider, whose work has allowed us to remain self-sustaining and allowed us to rebuild during this difficult time
- Linda, who stepped forward to act as Auditor for our accounts this year
- Direction of the building and the building process by co-chairs Eileen and Bill, supported by Tina and Janet
- Meeting and working with the Shelburne Church, with Linda, Janet and Muriel
- Work done to keep our Camp up to snuff by Bill, Tina and Caitlin
- Spiritual leadership provided by Rev. Sherill as Pulpit Supply, including her willingness to trek all the way up to the UCC Camp, and who I hope we will vote and agree to bring in as our Bridge Pastor
- The help and support we have received from the First Congregational Church of Shelburne in joining with us to find a shared Pastor, and in inviting us to and sharing their in-person services
- The musical direction provided by Laura Siersma through all services
- Every single individual who has supported us, from a monetary donation to our rebuilding to commented on our Facebook page or otherwise showing that UCC of Conway is still integral to our community.

Thank you for another “quite a year.” Let’s hope for quite a few more.

**With love and admiration,
 Marcus McLaurin
 Moderator, UCC of Conway**

Supply Pastor's Report - 2021

**"Jesus said to them, 'If you can believe?
All things are possible for one who believes.'
— Mark 9:23**

I have had the honor and privilege of preaching many Sundays in Conway. We had the flexibility of worshiping together via Zoom, experiencing the beautiful outdoors of the Boy Scout Camp during the summer and in the autumn we met at the Conway Elementary School. Most Sundays the congregation was vibrant and responded with deep conversations after the sermon. I tried to use some form of storytelling because of the unusual circumstances of Covid 19. I also tried to be as creative as possible in presenting the message of the Gospel. I look forward to continuing my relationship with this small, yet faithful group of believers.

**Respectfully submitted,
Rev. Sherill Willis**

Kitchen Cabinet Report - 2021

We have a limited report because of the virus, which meant the Greenfield Savings Bank could not accommodate us with the use of their lobby. We did manage to hold 3 bake sales, one of which incorporated a plant sale. All were successful (Treasurer's Report will have the totals). We made and delivered approximately 20 May "Baskets" (Mugs).

Elizabeth Leno steadfastly continues to send out birthday and anniversary cards to folks affiliated with our church. This year, 186 cards! Thank you, Liz, for making this your mission:

Birthday and Anniversary Cards

January 15

February 12

(Including a retirement/Thank You card to Debra M Sjodahl.
She retired from Greenfield Savings Bank.)

March 11

April 13

May 17

June 19

July 18

August 19

September 13

October 19

November 18

December 12

186 total cards mailed in 2021

We reactivated our connection to RADA Cutlery. Orders may now be done online as well as through paper catalog.

Eileen Schnieder has been very helpful by having our "suitcase" in her shop, which shows many pieces of the cutlery.

A small group of us went Christmas Caroling to just a few folks this year. Weather and previous commitments kept our numbers low, and we have vowed to plan longer ahead and get the word out for anyone to join us in 2022! Hopefully, from our new building, where we can convene and also meet afterwards for hot chocolate!

Thanks to everyone who baked, purchased, delivered, drove, planted, etc.

Respectfully,

Muriel S. Antes for the Kitchen Cabinet Group

Lois, Tina, Lorraine, Phylis & Liz

Building Committee Report - Annual Report Year Ending December 2021

In January, we pushed Thayer Street Associates and HAI Architects to get the plans updated to reflect the major design changes discussed earlier. They indicated a February submittal. It became March before the drawings were updated so Drew Quinlan could go out for revised bid estimates which are needed before we can obtain a building permit.

Eileen Schneider took on the task of fundraising. She contacted Church members and friends, our area Church and Senators Hinds and Neal for possible disaster grants. She also pursued the Town of Conway to see if they would participate in sharing the cost of the new east wall foundation which has been designed to prevent any damage to the abutting Whately Road. This was unsuccessful.

On March 25th with HAI Architects were updated. We asked for billing on March 31st from HAI Architects. Jake Smith, engineer and Thayer Street Associates. In early April we received a HAI Architects bill of \$11,098.75. Jake Smith Engineering was paid \$3,000 and Thayer Street Associates was paid \$8871.25 for the storage pod.

Thru April into May Drew Quinlan pursued new estimates on windows and concrete. Those savings were allocated to contingencies for a total budget of \$1,000,013.00 dated June 9th.

On June 16th, We received and paid a contract invoice for \$44,437.00.

On July 25th, MassDEP assigned project #1047884 to our site.

On August 8th, we had an onsite meeting with the Town of Conway Conservation Committee which requested more erosion control (hay bales) and grading and seeding the area behind the new structure.

On August 17th, the building permit was issued.

On August 21st, on-site removal of old concrete pads, etc.

On August 30th, Builders Risk Insurance coverage was acquired, effective 8/30/2021.

From September 9th to September 15th, site work began with laying out the location of the perimeter foundation walls and pad locations in the basement area for support posts to support the steel girder overhead.

On October 12th, we started preparation for concrete pours of the footings, etc.

On October 20th, forms for the west foundation wall were prepared for concrete.

On October 22nd, additional steel girder supports were placed at the old east foundation wall. Due to some new erosion, to protect Whately Road. This was also the date that the Construction site manager's trailer arrived.

On November 1st, we witnessed the concrete pour of the west and south walls.

On November 3rd, we received and paid a second contract invoice for \$97,850.00

On November 4th, we witnessed the removal of forms from west and south walls.

On November 16th, we witnessed the forms being set for east and north walls except the north kitchen area where the forms had to be built to size.

On December 3rd, we received and paid a third contract invoice for \$28,500.00

On December 12th, heavy windstorm from the previous night took down the entire length of the security fence abutting Whately Road. Marcus, Janet, and I put it back up with the help of passers-by.

On December 17th, removal of forms from the east and north walls from the December 8th pouring.

On December 20th, we received and paid a 4th contract invoice for \$42,302.00.

On December 23rd, the remaining concrete pour (kitchen area etc.) was done. The steel support girder for the street level of the Church was installed as well as the support posts in the basement.

On December 31st, this week was a miracle week. All debris from the work to date has been removed, rough grading at the west side of the building done, filling and grading the basement area and drainage work between the old and new foundations started.

Respectfully,

UCC Conway Building Committee

William Leno, Chairman

Eileen Schneider, Co-Chair

Tina Burnett

Janet McLaurin

2020 Grocery Cards Report

The remaining \$500 of the original \$2,000 start-up amount was paid back on April 30th, 2021. We started using the account in the fall in a revolving manner to place RADA orders as well as paying for an advertisement for RADA purchases in the Conway Currents .

Beginning checkbook balance was \$1,107.41, ending balance \$1,694.48. Total value with cards \$1,969.48.

Current inventory of cards:

1 - \$100.00

1 - \$50.00

5 - \$25.00

\$275.00

A huge thank you to everyone who continues to support this fundraising effort. There was a profit of \$527.50 for 2021.

**Respectfully submitted,
Tina Burnett**

Church Council Clerk's Report- 2021

This has been a busy year for the church. The Church Council met 13 times, we held our Annual Meeting in January and an all-church meeting in April. Our main goals for the year were to complete the search for a new pastor, proceed with a contract for the new building, and at the same time support each other and maintain our fellowship. Many meetings and services were held via zoom, and we were happy to be able to meet at the camp for some summer services and to hold some of our Church Council meetings in person. Our thanks to Sherril for shepherding us through the year. The following is a snapshot summary of goals both met and unmet for the year.

At the annual church meeting on January 31, 2021, a slate of officers was approved for 2021. **Moderator:** Marcus McLaurin, **Clerk:** Eileen Schneider, **Assistant Clerk:** Bill Leno, **Treasurer:** Pat Newman, **Assistant Treasurer:** Lois Vight, **Auditor:** Steve Schneider, **Members at large:** Tina Burnett, Beverly Hubbard, Muriel Antes, Lorraine Boyden. Laura Siersema will continue as **Music Director**. The 2021 budget was approved and a change in the bylaws was approved to allow online meetings during times of crisis.

At the All-Church meeting on April 11, 2021, we approved the shared pastor agreement. We also made some changes to our church profile, and, as this is an evolving document, more changes will be made.

We tried without success to arrange a party for Candi due to pandemic concerns. Several of us did attend her installation service in Athol.

In June, a contract was signed with Thayer Street for the construction of the new church building.

We decided not to join Whately at the chapel for summer services, instead to attend services with Shelburne when possible.

In September, we accepted with regret Pat's resignation as Treasurer. Steve Schneider was appointed to fill that position.

We held a work bee in November at the camp to clean the grounds and button up the building for the winter.

Dr. Linda Preston consented to undertake the Auditor position that was left vacant when Steve Schneider was appointed Treasurer.

As we enter 2022, we can see progress on the church, our pastoral search is underway, and we have remained a committed and resourceful group. At the end of this year, we hope to have our building up and running with a new Pastor. Let us also hope that these changes in our physical and spiritual lives will bring a renewal of energy and membership to the congregation.

Respectfully Submitted,

Eileen Schneider, Clerk

Shared Pastor Committee Report- 2021

We met with the First Congregational Church of Shelburne through much of 2021, completing our shared profiles, an agreement working out how we would share a Pastor. One hiccup that occurred was the suggestion from the SNEUCC that Conway was not ready to seek a Settled Pastor, given that Shelburne had done work with an Interim Pastor, and we had not. As we submitted the profiles to Rev. Terry Ogawa, among the suggestions returned to us was that we share a Designated Term Pastor instead. This pastor's purpose would be to, in the short term of 6 months to a year, help our churches work through the agreement, and smooth out any issues. After discussion with their Congregation, Shelburne agreed to this change, as did we, and we were able to restart the process.

Recently, our combined Profile and agreement was posted, after a delay due to illness at the Conference, on **Thursday January 20th**. We expect that we will start getting Pastoral Profiles soon, but honestly, there is no way to know.

Here is the letter from the Conference regarding our posting (shortened for space):

Due to some personal illness, I have been delayed until now in posting your ministry position. I am now pleased to let you know that your church's pastoral search is now active. The search listing has been placed on the national Ministerial Opportunities website and can be viewed at https://oppsearch.ucc.org/web/fastdetails.aspx?id=4910&KeepThis=false&TB_iframe=true&height=&width= Ms. Washer will also be the person to receive ministerial profiles and other administrative correspondence related to your search. Please reply to this email and confirm that we are sending information to the correct person(s) and using the correct email address(es). Please note that the photo of the Shelburne church building is somewhat distorted. This can be fixed if you provide us with a new photo that is oriented as landscape/wide.

In the Southern New England Conference, ministerial profiles are circulated to churches only with the express permission of the minister. There are two means by which this can take place: 1) a minister could see your listing on the Ministerial Opportunities website and ask us to send their profile to you; or 2) your Area Conference Minister could reach out to a minister on your behalf and ask them if they are willing to have their profile sent to you. If you should receive any inquiry or application directly from a minister, we ask that you refer that person to us or forward their materials to us for appropriate action.

We batch process profile circulation requests and forward profiles to you electronically, attached to a cover email. If an attachment is missing, please be in touch with us immediately so that we can correct the situation.

We urge you to communicate promptly with candidates at every stage of the process, including acknowledging to each one that their profile has been received and providing some information as to when you expect to be in contact with them again.

We have made your Designated Term Profile available to potential candidates via download from your ad listing on the Ministerial Opportunities website. If this is not your intention, please let us know immediately and we will take it down.

Please do tell the Search & Call Office when you have finalized your search. We appreciate hearing from you immediately after your congregational vote and/or the signing of the covenant document, so that we can officially close your search. We will want to confirm who it is you have called, the date of call, and the start date.

We look forward to working with you!

Some key interview questions for potential candidates have been agreed on, with some follow-up questions to be added if time allows. The key questions are:

- **Would you describe your faith journey?**
- **What part of ministry do you feel is your greatest strength?**
- **Why do you feel called to serve these churches?**
Why here and why now?
- **How would you help our churches become more relevant?**
- **What do you think the benefits and challenges would be of serving two churches at the same time?**
- **What questions do you have for us?**

One statement from the Shelburne part of our Search Committee made at the last meeting stuck with me, which they will bring before their congregation: *Your ongoing prayers are appreciated during this time of discernment.* I liked that so much, we said we would steal that, to lay before all of you in our congregation. Your continued prayers and participation through this process is essential, and we thank you for it.

Respectfully Submitted,
The UCC Conway Pastor Search Committee:
Muriel Antes
Dr. Linda Preston
Janet McLaurin
Marcus McLaurin

ANNUAL CHURCH MEETING MINUTES from 2021**United Congregational Church • Pumpkin Hollow 44 Whately Rd. • P. O. Box 214 Conway****All-Church Meeting Minutes - Sunday, January 31, 2021**

The annual meeting was part of our regular Sunday service and began at 10AM.

Present:	Marcus McLaurin	Janet McLaurin	Eileen Schneider	Steve Schneider
	Bill Leno	Beverly Hubbard	Tina Burnett	Muriel Antes
	Pat Newman	Lorraine Boyden	Linda Preston	Phylis Dacey
	Lois Vight	Robert Knowlton	Laura Siersma	

Announcements: The Annual Report has been sent out and can be downloaded. The Pastoral Search Committee is meeting February 4.

The Annual Report was discussed with each committee commenting on their individual part of the total report.

Treasurer's Report: A motion (Lorraine) was made and seconded (Beverly) that the report be accepted as amended with the addition of the Tornado checkbook amount. Unanimous.

United Church Funds Report: A motion was made (Muriel) and seconded (Lorraine) that reported be accepted. Unanimous.

2021 Proposed Budget: We have a level budget that is lower then the projected 2020 due to reduced pastor salary and building expenses. Pulpit supply funds were increased. A total of \$39,571.00 will need to be transferred from United Church Funds to meet the income needed. Fundraising is down this year due to COVID. A motion was made (Bill) and seconded (Muriel) that the proposed budget be accepted. Unanimous.

Muriel commented that we should leave the Visitor line item in the budget and think about using it for some sort of "Welcome to the community" endeavor for residents new to Conway.

There is a need for a faith statement to go into the pastoral search packet. We need to think about this and come to a consensus as a church.

Bylaw addition change: *D. Online meetings: All meetings will be permitted online and/or via telephone during times of extreme circumstances. The rules of the meetings otherwise will apply, but in-person attendance is not required.*

A motion was made (Marcus) and seconded (Lorraine) that this bylaw change be added. Unanimous.

Slate of Officers for 2021:

Moderator: Marcus McLaurin. Motion (Eileen) second (Muriel)
Clerk: Eileen Schneider. Motion (Muriel) second (Beverly)
Assistant Clerk: Bill Leno. Motion (Marcus) second (Muriel)
Treasurer: Pat Newman. Motion (Muriel) second (Beverly)
Asst Treasurer: Lois Vight. Motion (Pat) second (Muriel)
Auditor: Steve Schneider. Motion (Eileen) second (Marcus)
Members at large: Tina Burnett, Beverly Hubbard, Muriel Antes, Lorraine Boyden
Pastor:

Sunday School Superintendent:

Laura will continue as Music Director.

A vote was taken on this slate of officers and passed unanimously.

Next Church Council meeting will be February 24, 2021 at 3:30 pm

Meeting was adjourned at noon.

United Congregational Church • Pumpkin Hollow 44 Whately Rd. • P. O. Box 214 Conway
All-Church Meeting Minutes - Sunday, April 11, 2021

Called to order 10:24 am.

Present:	Marcus McLaurin	Janet McLaurin	Eileen Schneider	Bill Leno
	Beverly Hubbard	Tina Burnett	Muriel Antes	Pat Newman
	Laura Siersma	Lorraine Boyden	Linda Preston	Phylis Dacey
	Lois Vight	Robert Knowlton		

The purpose of the meeting is to review and approve the shared Pastor agreement. It is still a work in progress so we can add and/or revise. The Conference may have some feedback as well.

1. A motion was made (Bill) to approve the shared Pastor agreement. The motion was passed with one abstention.
2. **Prospective Pastor letter.** A suggestion was made to remove the word “Berkshires” so that there was no confusion as to the location of the church. We are not that close to Williamstown or that area of Western Massachusetts. Approved unanimously.
3. Pastor job description was reviewed.
4. Faith statement: A change was made to add the phrase “God of the Bible” to our faith statement. The changes were made and approved.
5. A motion was made (Lois) and seconded (Muriel) to accept our church profile. Passed unanimously.

Meeting was adjourned at 11:34 am.

Respectfully submitted,
Eileen Schneider, Clerk

TREASURER'S REPORT for 2021 (a larger copy available on request)

	Approved 2020	Actual 2020	Proposed 2021	January	February	March	April	May	June	July	August	September	October	November	December	YTD	Approved 2021
Loose Offerings	\$ 2,800.00	\$ 850.00	\$ 2,800.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 156.00	\$ -	\$ 159.00	\$ 177.00	\$ 117.00	\$ 100.00	\$ 783.75	\$ 1,502.75	\$ 2,800.00
Pledges	\$ 6,700.00	\$ 6,700.00	\$ 6,700.00	\$ 565.00	\$ 430.00	\$ 500.00	\$ 345.00	\$ 260.00	\$ 1,145.00	\$ 280.00	\$ 555.00	\$ 465.00	\$ 815.00	\$ 310.00	\$ 35.55	\$ 6,706.55	\$ 6,700.00
Bldg Use	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fundraising	\$ 4,000.00	\$ 907.40	\$ 500.00	\$ 20.00	\$ -	\$ -	\$ 10.00	\$ 579.75	\$ -	\$ -	\$ -	\$ 60.00	\$ 439.06	\$ 75.50	\$ -	\$ 1,184.31	\$ 500.00
NOW Acct Int	\$ 2.00	\$ 1.86	\$ 2.00	\$ 0.03	\$ 0.12	\$ 0.16	\$ 0.14	\$ 0.14	\$ 0.18	\$ 0.16	\$ 0.17	\$ 0.15	\$ 0.16	\$ 0.18	\$ 0.16	\$ 1.75	\$ 2.00
Other Contrib. & Gifts	\$ 1,800.00	\$ 1,787.53	\$ 1,800.00	\$ -	\$ -	\$ 1,602.45	\$ -	\$ 500.00	\$ 35.60	\$ -	\$ -	\$ -	\$ -	\$ 415.00	\$ 1,800.00	\$ 4,353.05	\$ 1,800.00
SNEUCC & Dues	\$ 587.00	\$ 300.00	\$ 500.00	\$ 20.00	\$ 60.00	\$ 120.00	\$ 40.00	\$ 40.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 280.00	\$ 500.00
Invest Fund Trans.	\$ 42,788.00	\$ -	\$ 39,571.00	\$ -	\$ 5,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,000.00	\$ 39,571.00
Tornado Fund Donatid	\$ 400.00	\$ 295.00	\$ 300.00	\$ -	\$ 25.00	\$ -	\$ -	\$ -	\$ 50.00	\$ -	\$ 25.00	\$ -	\$ -	\$ -	\$ 100.00	\$ 200.00	\$ 300.00
Visitor (eliminated)	\$ 200.00	\$ 265.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
INCOME TOTAL	\$ 59,287.00	\$ 11,115.79	\$ 52,173.00	\$ 605.03	\$ 6,515.12	\$ 2,222.61	\$ 395.14	\$ 1,379.89	\$ 1,386.78	\$ 280.16	\$ 739.17	\$ 702.16	\$ 1,371.22	\$ 900.68	\$ 2,729.46	\$ 18,227.41	\$ 52,173.00
Mission Transfers	\$ -	\$ 473.00	\$ -	\$ -	\$ 60.00	\$ 45.00	\$ -	\$ -	\$ 410.00	\$ -	\$ 200.00	\$ -	\$ -	\$ 45.00	\$ -	\$ 760.00	\$ -
Misc. Trans	\$ -	\$ 241.76	\$ -	\$ -	\$ 574.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 574.00	\$ -
GRAND TOTAL INC.	\$ 59,287.00	\$ 11,830.56	\$ 52,173.00	\$ 605.03	\$ 6,149.12	\$ 2,267.61	\$ 395.14	\$ 1,379.89	\$ 1,796.78	\$ 280.16	\$ 939.17	\$ 702.16	\$ 1,371.22	\$ 945.68	\$ 2,729.46	\$ 19,561.41	\$ 52,173.00
EXPENSES	\$ 35,000.00	\$ 12,843.42	\$ 22,500.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 22,500.00
Pastor	\$ -	\$ 7,628.77	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Salary	\$ -	\$ 351.18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Annuity	\$ -	\$ 4,863.47	\$ -	\$ -	\$ -	\$ 2,083.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,083.00	\$ -
Health Insurance	\$ 600.00	\$ 900.00	\$ 1,000.00	\$ -	\$ -	\$ 600.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ -	\$ 450.00	\$ 150.00	\$ 150.00	\$ -	\$ 300.00	\$ 2,100.00	\$ 1,000.00
Pulpit Supply	\$ 1,200.00	\$ 425.00	\$ 1,200.00	\$ -	\$ -	\$ 100.00	\$ 574.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 385.00	\$ 1,069.00	\$ 1,200.00
Church Missions	\$ 5,000.00	\$ 5,200.00	\$ 5,200.00	\$ 500.00	\$ 400.00	\$ 400.00	\$ 400.00	\$ 500.00	\$ 400.00	\$ 400.00	\$ 500.00	\$ 400.00	\$ 500.00	\$ 400.00	\$ 400.00	\$ 5,200.00	\$ 5,200.00
Organist	\$ -	\$ -	\$ 1,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000.00
Janitor	\$ -	\$ -	\$ 500.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500.00
Janitor Supply	\$ -	\$ -	\$ 500.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500.00
Building Maint.	\$ -	\$ 30.59	\$ 750.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 750.00
Electricity	\$ -	\$ -	\$ 2,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000.00
Heat	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Propane (eliminated)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Postage	\$ 300.00	\$ 131.00	\$ 300.00	\$ 66.50	\$ -	\$ -	\$ -	\$ -	\$ 64.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 130.50	\$ 300.00
Yard Maint.	\$ -	\$ -	\$ 2,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000.00
Scholarship	\$ 500.00	\$ 500.00	\$ 500.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500.00	\$ 500.00	\$ 500.00
Telephone/Internet	\$ -	\$ -	\$ 220.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 220.00
Computer/Supplies	\$ 750.00	\$ -	\$ 500.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500.00
Worship & Music	\$ 50.00	\$ -	\$ 50.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50.00
SNEUCC & Dues	\$ 587.00	\$ 453.00	\$ 453.00	\$ 300.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 300.00	\$ 453.00
Office Supplies	\$ 100.00	\$ 18.04	\$ 100.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00
Regional Conf&Other	\$ 500.00	\$ -	\$ 500.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500.00
Building Insurance	\$ 7,000.00	\$ 5,005.00	\$ 5,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 850.00	\$ 850.00	\$ 5,000.00
Visitor (eliminated)	\$ 100.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Workmans Comp	\$ 600.00	\$ 251.60	\$ 300.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 300.00
Misc	\$ 7,000.00	\$ 409.95	\$ 7,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,000.00
EXPENSES TOTAL	\$ 59,287.00	\$ 26,767.60	\$ 52,173.00	\$ 866.50	\$ 4,000.00	\$ 3,183.00	\$ 1,124.00	\$ 650.00	\$ 614.00	\$ 400.00	\$ 950.00	\$ 550.00	\$ 650.00	\$ 400.00	\$ 2,445.00	\$ 12,232.50	\$ 52,173.00
Mission Transfers	\$ -	\$ 828.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 300.00	\$ 110.00	\$ (200.00)	\$ -	\$ 200.00	\$ -	\$ -	\$ 410.00	\$ -
Misc Transfers	\$ 400.00	\$ 120.88	\$ 400.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00	\$ 100.00	\$ 400.00
Balance Forward	\$ 59,287.00	\$ 11,830.56	\$ 52,173.00	\$ 605.03	\$ 6,149.12	\$ 2,267.61	\$ 395.14	\$ 1,379.89	\$ 1,796.78	\$ 280.16	\$ 939.17	\$ 702.16	\$ 1,371.22	\$ 945.68	\$ 2,729.46	\$ 19,561.41	\$ 52,173.00
Income Total	\$ 59,287.00	\$ 26,767.60	\$ 52,173.00	\$ 866.50	\$ 4,000.00	\$ 3,183.00	\$ 1,124.00	\$ 650.00	\$ 614.00	\$ 400.00	\$ 950.00	\$ 550.00	\$ 650.00	\$ 400.00	\$ 2,445.00	\$ 12,232.50	\$ 52,173.00
Expenses Total	\$ -	\$ (14,937.06)	\$ -	\$ (261.47)	\$ 5,149.12	\$ (915.39)	\$ (728.86)	\$ 729.89	\$ 1,182.78	\$ (119.84)	\$ (10.83)	\$ 162.16	\$ 721.22	\$ 545.68	\$ 284.46	\$ 7,328.91	\$ -
Difference	\$ -	\$ -	\$ -	\$ 570.95	\$ 4,267.05	\$ 5,734.66	\$ 5,005.80	\$ 5,735.69	\$ 6,218.47	\$ 5,888.63	\$ 6,977.80	\$ 6,529.96	\$ 7,051.17	\$ 6,117.60	\$ 6,267.60	\$ 7,466.35	\$ -
Checkbook Balance																	

Sunday, January 23, 2022

Checking Acct. #4821

Beginning Balance	12/31/20	\$1362.42
Ending Balance	12/31/21	\$9206.35
Checks Outstanding		\$1750.00
Available Funds		\$7456.35

Respectfully submitted,
Steven Schneider, Treasurer

UCC Church TORNADO RELIEF FUND – YEAR END REPORT for 2021

Checkbook Balance as of 12/31/21

\$ 8,896.86

INCOME

1/11/21	Donation	\$ 100.00
2/25/21	Donation	\$ 2,500.00
3/3/21	Donation	\$ 100.00
3/11/21	Wells Fund electronic transfer	\$ 1,031.25
3/18/21	Donation	\$ 2,000.00
4/9/21	Donation	\$ 600.00
4/15/21	Elec. Transfer UCF	\$ 11,000.00
4/20/20	Donation	\$ 100.00
5/17/21	Donation	\$ 400.00
6/15/21	Elec. Transfer	\$ 50,000.00
7/16/21	Donation	\$ 15,050.00
10/21/21	Donation	\$ 100.00
11/05/21	Electronic Transfer	\$100,000.00
12/21/21		\$ 50,000.00
Interest YTD		\$ 6.79

Total Income	\$ 232,988.04
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EXPENSES

3/26/21	Wells transfer to operating budget	\$ 1,031.25
4/9/21	Thayer Street Pod rental	\$ 671.52
4/9/21	Thayer Street Jake	\$ 3,000.00
4/20.21	HIAI Architecture	\$ 11,098.75
6/16/21	Thayer street	\$ 44,437.00
9/15/21	Builder's Risk Insurance	\$ 3,550.00
11/8/21	Thayer Street	\$ 97,850.00
11/23/21	Greg's Septic Service	\$ 545.00
12/09/21	Thayer Street	\$ 28,500.00
12/20/2	Thayer Street (pod)	\$ 503.64
12/27/21	Thayer Street	\$ 42,302.00

Total expenses	\$ 233,489.16
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Checkbook balance 12/31/21	\$ 8,395.74
Cornerstone Interest	\$ 4,937.61
Original investment	\$ 500,000.00
Transfer back to Money Market 9/30/21	
UCF Tornado Money Market	\$ 828,213.54

**Respectfully submitted,
Eileen Schneider**

[United Church Funds - 2021](#)

Investments for: UCC of Conway

Select an Investment for further information:

INVESTMENTS	MARKET VALUE	VIEW
301250-UCC of Conway George	\$ 7,682.46	Reports
301251-UCC of Conway George & Elizabe	\$ 438,168.19	Reports
301252-UCC of Conway Education Buildi	\$ 0.00	Reports
301253-UCC of Conway Emma May Boyden	\$ 3,995.53	Reports
301254-UCC of Conway The Benevolent F	\$ 4,555.73	Reports
301254A-UCC of Conway The Organ Fund	\$ 25,280.45	Reports
301254B-UCC of Conway Parsonage Fund	\$ 93,934.97	Reports
301254C-Alvan & Emma Boice, Mark & Mil	\$ 47,774.36	Reports
301254D-UCC of Conway General Fund	\$ 40,695.71	Reports
301254E-UCC of Conway Tornado Fund	\$ 828,213.54	Reports

UCC PROPOSED BUDGET 2022

INCOME	Projected 2021	Actual 2021	Proposed 2022	Accepted 2022
Loose offerings	\$2,800.00	\$1,502.75	\$2,800.00	
Pledges	\$6,700.00	\$5,705.55	\$6,700.00	
Bldg Use	\$00.00	\$0.00	\$0.00	
Fundraising	\$500.00	\$1,184.310	\$500.00	
INTEREST	\$2.00	\$1.75	\$2.00	
Other contr. & gifts	\$1,800.00	\$4,353.05	\$2,000.00	
SNEUCC & Frkn dues	\$500.00	\$280.00	\$500.00	
Invest Fund Trans.	\$39,571.00	\$5,000.00	\$47,871.00	
Tornado Fund	\$300.00	\$295.00	\$300.00	
Mission Transfers	\$.00	\$760.00	\$.00	
Misc. Transfers	\$.00	\$574.00	\$.00	
TOTAL INCOME	\$52,173.00	\$19,561.41	\$60,673.00	
EXPENSES	Projected 2021	Actual 2021	Proposed 2022	Accepted 2022
Pastor/Bridge Pastor	\$22,500.00	\$00	\$32,000.00	
Health Insurance	<i>Incorporated above</i>	\$2,083.00	<i>Incorporated above</i>	
Pulpit Supply	\$1000.00	\$2,100.00	\$2,000.00	
Church Missions	\$1,200.00	\$1,069.00	\$1,200.00	
Organist/Pianist	\$5,200.00	\$5,200.00	\$5,200.00	
Janitor	\$00.00	\$00.00	\$1,000.00	
Janitor Supply	\$00.00	\$00.00	\$500.00	
Building Maint.	\$00.00	\$00.00	\$500.00	
Electricity	\$00.00	\$00.00	\$750.00	
Heat	\$00.00	\$00.00	\$2,000.00	
Propane	\$00.00	\$00.00	\$00.00	
Postage	\$300.00	\$130.50	\$300.00	
Yard Maint.	\$00.00	\$00.00	\$2000.00	
Scholarship	\$500.00	\$500.00	\$500.00	
Telephone/Internet	\$00.00	\$00.00	\$220.00	
Computer/Supplies	\$750.00	\$00.00	\$500.00	
Worship & Music	\$50.00	\$00.00	\$50.00	
SNEUCC dues	\$453.00	\$300.00	\$453.00	
Office supplies	\$100.00	\$00.00	\$100.00	
Reg., Conf. & other	\$500.00	\$00.00	\$500.00	
Building Insurance	\$5,600.00	\$850.00	\$5,600.00	
Workman Comp.	\$300.00	\$251.60	\$300.00	
Mission Transfers	\$00.00	\$100.00	\$00.00	
Misc Transfers	\$400.00	\$100.00	\$400.00	
Misc	\$7,000.00	\$00	\$5,000.00	
TOTAL EXPENSES	\$58,787.00	\$12,232.50	\$52,173.00	
TOTALS				
INCOME Total	\$52,173.00	\$19,561.41	\$60,673.00	
EXPENSES Total	\$52,173.00	\$12,232.50	\$60,673.00	

AUDITORS REPORT FOR CALENDAR YEAR 2021

I have audited the following records:

- 1-The Treasurer's checking account , which ends in #4821**
- 2-The Tornado Fund checking account , which ends in #9982**
- 3-The Big Y cards checking account, which ends in #9669**
- 4-The United Church Funds**

I have found the above accounts to be in order

**Respectfully submitted,
Dr. Linda Preston**

APPENDIX 1: Bridge Pastor Agreement for discussion (DRAFT)

BRIDGE PASTOR POSITION UNITED CONGREGATIONAL CHURCH of CONWAY, U.C.C.

Our congregation is seeking an ordained clergyperson to serve as a Bridge Pastor, beginning on **February 1, 2022**, as we continue our search for a Settled Pastor. This Bridge Pastor would be under an up to six-month contract, with the option, based on circumstances, of an extension of up to an additional three months. When a Designated Term Pastor has been secured, the end of the term will be negotiated, as the transition will need to be worked out with all parties.

United Congregational Church of Conway, U.C.C. is located in Conway MA. We are a welcoming Christian community bringing generations together to celebrate God's presence and to learn to grow in our faith. We humbly strive to offer hope, encouragement, and love to each other, our Conway community, and the world through our actions and with our resources.

We are currently in the process of rebuilding our church, and seeking a Designated Term Pastor, which may transform into a Settled Pastor position with the First Congregational Church of Shelburne (UCC). Shelburne currently has their own Bridge Pastor for this same term.

Approximately 10 to 20 people participate in worship every Sunday, with a membership that is larger than this, but irregular in attendance since the loss of our building in 2018. Our services are generally informal and intimate, and there is a lot of participation by the laity and church members. COVID has us currently meeting mostly through ZOOM, with some in-person services at the Conway Grammar School. And other services mostly through Zoom, with occasional outdoor services at the UCC Camp as weather permits. Our goal is to have services in our new building when it is completed. Our individual members have different life experiences and varying beliefs, but all share a strong connection to our church community and our town.

Compensation will be based on an assumed workload of approximately **40 hours a month**, based on **2 Sunday services per month**. The primary focus of this ministry will involve worship, which is primarily **Sunday morning**, along with a limited number of special services such as Lenten Services

and Easter. Visitation (specifically via phone) to less mobile members and some outreach will also be an important duty. We anticipate that, weekly, approximately **12 hours** would be devoted for each Sunday worship preparation and participation (**24 hrs/month**), visitations at (**10 hrs/month**), with the remaining approximately **6 hours** would be divided between attendance at the monthly meetings of the Church Council, and helping us navigate through services, music copyright, helping with building issue questions and communication with the SNEUCC Conference. The salary will meet or exceed Conference guidelines, and inclusive of travel and professional expenses. If called to officiate at memorial services, the Bridge Pastor will receive extra compensation. Salary offered is **\$2,917.00/month for the 40 hrs per month, starting in February 2022.**

UCC of Conway pledges to give its full support to whoever is selected to serve as our Bridge Pastor, so that all may benefit from a spiritually enriching environment characterized by Christian fellowship, and a desire to help spread God's love and good works throughout the larger world.

May God's peace and blessings be upon you!

_____ Date _____ **Pastor**

_____ Date _____ **For UCC Conway**

APPENDIX 2: Sample Call Contract for discussion**SAMPLE CALL CONTRACT**

The parties to this agreement are _____ church _____ and _____ herein referred to as church and Pastor. _____ is a Church in the _____ and therefore this agreement is subject to the Bylaws of the _____ as well as the local church.

RESPONSIBILITIES

_____ hereby contracts with _____, Pastor, to perform the usual pastoral duties and responsibilities including, but not limited to the following:

1. The Pastor is being initially hired for _____ hours per week for the performance of Pastoral duties and responsibilities. It is the hope of all parties for the Pastor's hours to increase as the budget allows. (Work hours include sermon preparation and Sunday worship.)
2. The Pastor shall direct the ordering of all worship services of the church as set forth in the By-laws of the _____. The Pastor shall officiate and participate in the regularly scheduled weekly Sunday worship service, except when on vacation or authorized leave.
3. The Pastor shall direct the performance of the Sacraments of Baptism and Holy Communion, as set forth in the Bylaws of _____.
4. The Pastor shall perform, at her/his discretion, the rites of Holy Union or Holy Matrimony.
5. The Pastor shall direct the performance of the rite of attaining membership in _____.
6. The Pastor shall perform, at his/her discretion, the rite of Funeral or Memorial Service, the rite of Laying on of Hands, and the rite of Blessing, as set forth in the _____ Bylaws.
7. The Pastor shall be the spiritual and administrative leader of the church and shall work in a spirit of cooperation with the Board of Directors.
8. The Pastor shall direct the spiritual education program of the church.
9. After the Pastor's weekly work hours have increased to at least 20 or more per week the church will actively support the Pastor in serving the _____ and the Region. The Pastor may then accept one (1) denominational or regional office or task at any one time without the affirmation of the Board of Directors provided that the responsibility can be performed within the confines of this contract, and will not require the Pastor to miss more than seven work days from the church per year. Any time, including travel time, spent away from this church on Regional or _____ activities shall be considered normal time worked. Prior to working twenty hours per week any denominational work would be considered volunteer time and not paid by the church.
10. The Pastor shall attend church social events as part of his/her work schedule. All expenses charged by the church for the event shall be waived for the Pastor and their spouse. (I.e. entry fee and food)

11. The Pastor will personally perform very few hospital, jail, and home visitation until work hours are increased to 20 or more per week. The Pastor shall organize and supervise a pastoral care program to see to the pastoral needs of the congregation.
12. If there are planned worship services or events the Pastor shall not ordinarily take the following as time off: Easter, Pentecost, Christmas Eve or Day, Good Friday and Thanksgiving.
13. The Pastor shall serve as personnel director of all paid and volunteer staff.
14. The Pastor shall serve as Moderator of the Board of Directors in accordance with _____ Bylaws.
15. The Pastor shall be responsible for the performance of such other duties and responsibilities as may be set forth and agreed to between the Pastor and _____.
16. The Pastor agrees that she/he will at all times faithfully and to the best of her/his ability perform all the duties herein described.
17. The Pastor agrees to serve in accordance with the _____ Code of Conduct.
18. Primarily the Pastor shall work diligently "to equip the people of God for works of service, so the body of Christ may be built up until we all become mature, attaining to the whole measure of the fullness of Christ," (Eph. 4:11-13)

TERMS OF EMPLOYMENT

1. In order to balance the needs of the congregation and the needs of the Pastor, the Pastor shall be entitled to the following leave:
 - a. One Sunday off every quarter, this allows for others to preach and for the Pastor to work other hours from time to time. The Pastor will ensure that the pulpit is filled during any absence.
 - b. Four weeks paid vacation annually, dates to be affirmed by the Board of Directors. (A week is based on the current number of contracted hours per week.) Five weeks vacation annually beginning with the tenth year of full time service. No more than one week may be carried over to the next year.
 - c. The Pastor shall accrue one health day every two months, one per month when hours are increased to 20 or more per week. Said time shall be accrued and be accumulative for the duration of this contract, or any extension, but shall not exceed ninety days. (Said time may not be used in conjunction with vacation time. Further, such time shall not be reimbursed at termination of employment.)
 - d. After the Pastor's hours are increased to 20 or more per week the following holidays will be given: All federal holidays, Good Friday, Easter, and the day after Christmas and Easter. Should the holiday fall on a church function day or a scheduled day off, the pastor shall receive another day off in its place.
 - e. After each five years of service the Pastor will be given a paid sabbatical of 90 days. This time is for reflection, education, writing, and renewal.

f. Should the Pastor become ill or disabled to the extent that the Pastor cannot perform her/his customary pastoral duties and responsibilities for two weeks or accumulated health leave, whichever is greater. To return to work the Pastor must have a written doctor's consent. If the Pastor requires more time away from the church, the Board of Directors in consultation with the Regional Elder will consider continuing the sick leave benefits.

In the event the Pastor shall, during the term of this contract, become totally disabled, which disability lasts or is expected to last, for a period of at least six months, either party shall have the option to terminate this contract, after consultation with the Regional Elder. Such option shall be exercised by either party giving written notice to the other party of at least thirty days.

For the purposes of this contract, the Pastor shall be deemed to have become totally disabled if, in the opinion of two or more physicians who have examined the Pastor, she/he is not able to perform her/his duties by virtue of illness or injury, and such inability is expected by said physicians to last for six months. The opinion of the physicians shall be presented to the Board of Directors in writing. During any such period of disability, the Board of Directors may, at its discretion, appoint another person as interim pastor.

g. After the Pastor's hours have been increased to 20 per week or more the Pastor shall be entitled to 5 days for emergency leave in the event of a death occurring within her/his or her/his spouse's immediate family. This time shall not be charged against vacation time and shall not be carried over to the next year if unused.

h. After the Pastor's hours have been increased to 20 or more per week the Pastor shall be entitled to five days annually to pursue continuing education. This time shall not be charged against vacation time and shall not be carried over to the next year if unused. A stipend as set forth in the budget will be given the Pastor for expenses incurred for continuing education.

i. After the Pastors hours have increased to 20 or more per week the Pastor may have 3 personal business days annually. This time shall not be charged against vacation time and shall not be carried over to the next year if unused.

2. Review - It is understood that open and honest feedback will be shared with the Pastor within the monthly Board of Directors meetings. The Board of Directors will conduct a written annual Board performance review; this will include a review of all Board positions.

3. Compensation and Benefits - The Pastor's compensation shall be established through the church's budgetary process and will be negotiated between the Pastor and the Board of Directors. The church will base the minimum compensation on the US Labor Statistic for the local area where the church is located based on the hours contracted for.

a. The Pastor shall be paid every two weeks.

b. When the Pastor's hours reach twenty or more per week _____ shall pay the Pastor's health insurance at a fair and negotiable rate if the Pastor is not currently insured through other employment.

c. After the Pastor's hours reach twenty per week _____ shall pay the Pastor's continuing professional education expensed up to the amount set forth in the budget.

- d. _____ shall pay all normal and reasonable conference expenses incurred by the Pastor for attendance at authorized _____, Regional and Leadership conference. These expenses shall include the following: transportation, lodging, meals, registration fees and incidentals. The dollar amount will be established in the budgetary process.
- e. The Pastor shall be reimbursed all professional expenses. The dollar limits shall be set during the budgetary process and a receipt must verify each expense.
- f. The Pastor shall receive additional benefits as may be approved during the budgetary process and set forth in the budget. Future considerations - retirement plan, life insurance, dental insurance.
4. _____ Ordination (If not _____ Ordained) - It is understood that the Pastor will seek ordination in _____ in 20____. Failure to be _____ ordained within this time frame will result in the Pastoral position being considered vacant.
- 5. Resignation** - Should the Pastor resign from her/his duties she/he shall give a minimum of one months written notice to both the Board of Directors and the Regional Elder. If she/he gives the required notice and has worked for more than one year she/he will receive all salary and benefits due up to the effective date of resignation.
- 6. Termination** - In the event that the _____ removes the Pastor pursuant to the Bylaws of _____, employment may be terminated without notice.
7. Any dispute regarding this agreement will be heard by the Regional Elder who will make final determination.

TERMS OF EMPLOYMENT

The hours, salary and benefits will be negotiated and modified as part of the budgetary process of the church. All salary and benefits are to be paid by _____.

On this _____ day of _____ in the year of our Lord _____ all parties, in Christian love and mutual respect, set forth their signatures as acceptance of the above terms and conditions.

_____ Date _____ Pastor

_____ Date _____