



AGENDA

**First United Methodist Church of Palo Alto
Saturday, December 10, 2022, at 4:00 p.m.**

Presider: District Superintendent Samuel Hong

Recording Secretary: _____

| | |
|-----------------------------------|---|
| Welcome | Reverend Doug Norris |
| Opening Prayer | DS Samuel Hong |
| Elect a Recording Secretary | |
| Centennial Endowment grants | Stephanie Zeller, Church Council Chair |
| 2022 Membership Report | Linda Grossman, Membership Secretary |
| Reading of Retired Clergy Reports | Reverend Doug Norris and Pamela Cutkosky |
| Closing Prayer | DS Samuel Hong |

Attached

CEF grants list and supporting info
Retired clergy reports
Membership report

FIRST UNITED METHODIST CHURCH OF PALO ALTO, CALIFORNIA MEMBERSHIP REPORT TO CHURCH
 CONFERENCE December 10, 2019 (Effective Dec 1, 2021 to Nov 30, 2022)

| | 2020 | 2021 | 2022 |
|--|-------------|-------------|-------------|
| TOTAL PROFESSING MEMBERS after previous Church Conference | 276 | 263 | 257 |
| RECEIVED: | 2 | 4 | 2 |
| Profession of Faith/Restored | 2 | 4 | 2 |
| Transfers In | 0 | 0 | 0 |
| REMOVED: | 17 | 10 | 8 |
| Withdrawn | 4 | 0 | 1 |
| Transfers Out | 4 | 0 | 1 |
| Deaths | 6 | 8 | 6 |
| Church Conference Action | 3 | 2 | 0 |
| TOTAL PROFESSING MEMBERS after previous Church Conference | 261 | 257 | 251 |
| TOTAL BAPTIZED MEMBERS | 44 | 46 | 46 |
| RECEIVED: | 2 | 0 | 5 |
| Baptized | 2 | 0 | 5 |
| Transfers In | 0 | 0 | 0 |
| REMOVED: | 0 | 0 | 0 |
| Moved to Professing Members | 0 | 0 | 0 |
| Withdrawn | 0 | 0 | 0 |
| Transfers Out | 0 | 0 | 0 |
| Church Conference Action | 0 | 0 | 0 |
| TOTAL BAPTIZED MEMBERS, as of November 1, 2022 | 46 | 46 | 51 |
| GRAND TTL PROFESSING & BAPTIZED MEMBERS: | 307 | 303 | 302 |

RECEIVED – PROFESSING AND RESTORED MEMBERS

PROFESSING NEW MEMBERS

| | Date received | How Rec'd |
|--------------------|---------------|-----------|
| Dr. Brenda Fellows | 1/2/22 | PF |
| Cedric Fellows | 1/2/22 | PF |

RECEIVED – TRANSFERS IN

None

RECEIVED – BAPTIZED MEMBERS

| | |
|-----------------------|----------|
| Ruth Kalas | 1/2/22 |
| Noah Jack | 7/23/22 |
| Simone Jack | 7/23/22 |
| Isileli Fakalata, Jr. | 8/21/22 |
| Eliana Rao | 10/23/22 |

FIRST UNITED METHODIST CHURCH OF PALO ALTO, CALIFORNIA
MEMBERSHIP REPORT TO CHURCH CONFERENCE
December 10, 2022

NAMES ON THE REMOVAL LIST

The following church members have unknown addresses or are outside of the community and are not participating in the worship or activity of the church. The names for the years 2019 and 2020 were read at the Annual Church Conference. The names for the year 2018 were read at the Annual Church Conference for two consecutive years and were planned for removal from the Church Membership Records this year. The Methodist Church Discipline, Paragraphs 228.2b (1), (2), (3) and (4) states that names must be read 2 consecutive years when planned for removal.

Added in 2020 for removal in 2022 if unable to locate:

- 1 Lee, Samantha Chun Xian (Samie)
- 2 Marshall, David
- 3 Owen, Dr. Andrew
- 4 Sheridan, Megan
- 5 Wiebe, Wayne

Because of the disruptive nature of Covid and not knowing who is worshipping on line, the membership secretary recommends the above people not be removed in 2022.

The above names are included in the hope that someone will know and be able to contact the people listed above to let them know that they are missed and welcome.

Added in 2021 for removal in 2023 if unable to locate:

No names were submitted for the 2021 year.

Added in 2022 for removal in 2024 if unable to locate:

Nor will names be submitted in 2022. There will be renewed efforts in 2023 to reach this congregation's members and constituent members.

FIRST UNITED METHODIST CHURCH OF PALO ALTO, CALIFORNIA
MEMBERSHIP REPORT TO CHURCH CONFERENCE
December 10, 2022

December 1, 2022

Dear Church Members and Advent Journey Makers ,

It was so very good to see so many of you on the occasions I was present in Church these last months. There was much more going on in worship and events planned for the whole congregation, which gave me hope and assurance. While Covid is with us still, you have found ways where there were no ways to continuing to be Christ among us in Palo Alto,

I wish to thank your Interim and Past retired Pastor, Doug Norris who asked if I might be available to step in on a few occasions to preach. It was my privilege and honor to help and a joy to be with you, get to preach and hear the wonderful choir, too. I had not met Pastor Norris before, our ministries and locations having not crossed in the past, so it is now a pleasure to be getting to know him and hear about the exciting things he has planned for the church this and next year.

So, with gratitude for this church and its mission, and blessings for your “new” Pastor with God’s grace, I will briefly report some of my ministerial activities during this past year:

Dates when I served as guest Pastor at FPAUMC during 2022 included:

- Preaching and leading some of the service on October 9th
- Preaching and leading some of the service on October 16th
- Officiating a Baptism within the service on October 23,
- Preaching and leading some prayers during the All Saint’s Day worship service held on November 13.
- Visited and phoned home-bound parishioners

- Attended a Zoom Conference to vote on the Interim Pastor ’s present 2022 salary package and Up-coming ministry salary in 2023 through June.

- Other activities during the year included officiating a memorial on 9/18/22 in Palos Verdes Estates for a family friend,
- Conferred by phone with three parishioners about personnel issues in a church,
- Watched Annual Conference by Zoom,

With hope for increased worldwide health from the pandemic, and the Advent Hope that reminds us of Christ’s Coming into our hearts once again, may our outlook flourish and our focus be bold to step out and live the message of Jesus’ New Birth.

O Come Emmanuel,

Rev. Karen Paulsen (Retired)

RETIRED PASTOR'S REPORT

To the First United Methodist Church of Palo Alto's Church Conference
December 10, 2022

This year I had a moving experience in November, but before that I had a very active year.

I led a Sunday morning Sunday School class for adults at the Paradise Valley United Methodist Church in Arizona, titled "Bible, Beliefs and Beyond." The class was hybrid—in-person and on zoom.

Occasionally, I was the Worship Assistant in the 9am traditional worship service.

I participated in the Memorial Service for colleague and good friend, Bob Schwartz, in Bakersfield.

Again, I was Director of the California-Nevada Annual Conference's Adult and Family Camp. This was my 51st year. This was also our first in-person camp following two years of livestream and zoom. Because of the pandemic, Silver Spur Campground, where we had gone since 1975, closed. This year's camp was held in the magnificent redwoods at the Koinonia Conference Grounds near Corralitos.

Beginning August 14, I was Substitute Pastor of First UMC and November 1, Ellie and I had a moving experience—into the parsonage. I was appointed Interim Senior Pastor and here I am!

Respectfully and gratefully,

Douglas Norris

**Centennial Endowment Grants 2023 by CEF Committee 10/3/22, Church Council 11/22/22
For Church Conference consideration, Dec. 10, 2022**

| Grant Request | Leader | Committee | Original Request | Unrestricted | | T/W & Property | Program /Mission | Amount Granted | Over (Unfunded) | |
|---|--|---------------|---|----------------|---------------|----------------|------------------|----------------|-----------------|-----------------|
| | | | | Internal | External | | | | | |
| 1 Sibling Cities USA | Vicki Veenker | Social Action | 12,300 | | 9,000 | | | 9,000 | (3,300) | |
| 2 KSP Ivory Coast | Caryn Cranston | Discipleship | 20,000 | | 11,550 | | 450 | 12,000 | (8,000) | |
| 3 FUMC Organ Concert Series | Sandra Wilson | Social Action | 7,250 | 7,250 | | | | 7,250 | 0 | |
| 4 Roller Shades | Harold Jones | Trustees | 13,000 | | | 13,000 | | 13,000 | 0 | |
| 5 Dir. Child/Yth/Family Ministries | Pam Cutcosky | SPRC | 63,000 | 54,200 | | | | 54,200 | (8,800) | |
| 6 Church Cooling/Ventilation Study | Sandra Florstedt | Trustees | 16,120 | | | 16,120 | | 16,120 | 0 | |
| 7 Emergency Supplies | Steve Wood | Trustees | 2,000 | | | 2,000 | | 2,000 | 0 | |
| 8 | | | | | | | | | | |
| 9 | Subtotals and Totals | | | 133,670 | 61,450 | 20,550 | 31,120 | 450 | 113,570 | (20,100) |
| 10 | Maximum \$ approved by CEF | | | | 82,000 | | 49,000 | 450 | 131,450 | |
| 11 | (Over)/Unallocated - Look for all zeroes here | | | | 0 | | 17,880 | 0 | 17,880 | |
| 12 | | | Unrestricted % | 75% | 25% | | | | | |
| 13 | | | <i>Max Available for Operating Expense Grants</i> | <i>73,800</i> | | | | | | |
| 14 | | | <i>Operating Expense Grants Requested</i> | <i>63,000</i> | | | | | | |
| Additional Restricted Purpose Annual Funding | | | | | | | | | | |
| 15 Cox Organ Fund | CEF | CEF | 0 | | | | | 0 | | |
| 16 SP Music fund (Waitte) | CEF | CEF | 6,700 | | | | | 6,700 | | |
| 17 Angell Special Music | CEF | CEF | 2,300 | | | | | 2,300 | | |
| 18 Landscaping Stuart fund | CEF | CEF | 3,600 | | | | | 3,600 | | |
| | | Totals | 12,600 | | | | | 12,600 | | |
| Total CEF Grant Funding for Year | | | | | | | | 126,170 | | |

First United Methodist Church of Palo Alto

2023 Centennial Endowment Fund Grants

History: The Centennial Endowment Funds were established by Church Conference action on Sunday, May 1, 1988. The goal we set was to encourage the Christian stewardship of accumulated, inherited, and appreciated resources. It is understood that such special gifts and bequests would not take the place of faithful stewardship of current income, but would be made to enable the church to accomplish areas of work it might otherwise be unable to undertake. However, the current policy (adopted in 12/2020) has the following provision: “In the event that the Finance Committee, through the Church Treasurer, represents to the Endowment Committee that the church operating budget cannot accommodate expenditures necessary to sustain the church, grants of up to 90% of unrestricted funds may be made for such expenses.”

Background on Grants: An endowment fund is a fund maintained to provide growth and payout in perpetuity, or for a designated term, for general or restricted use by the church. The principal is invested with the intent of preserving its purchasing power (after inflation) over time. Unless otherwise specified by the terms of the gift, a conservative percentage may be spent. First Palo Alto uses a Grant Request process to evaluate and approve grants distributed from the Unrestricted, T/W & Property, and Program/Mission Funds. The distributions from the remaining funds are annual transfers to Special Purpose (SP) accounts, if the funds *qualify*. A fund *qualifies* for a distribution (4% of a 3 yr. rolling average of the fund’s market value) if that distribution would not take the fund BELOW its corpus (inflation adjusted value of its gifts). With this proposal, CEF will have awarded nearly \$1.9M in grants.

2023 CEF Fund Distributions

The following endowment funds have *qualified* for grants in 2023:

Unrestricted: Earnings of these funds may be used without restriction for any purpose consistent with the mission of the church.

T/W & Property: Earnings from these funds are to be used only for the maintenance, rehabilitation, remodeling or addition of physical facilities.

Program/Mission: Income from this fund will be used for expansion of staff or program within the local church or the wider mission beyond our local church.

Stuart Fund: This fund's income is to be used for the upkeep, modification and additions to the landscape surrounding our church facility.

Angell Fund: The purpose of this fund's income is "for Special Music Contributions (i.e. Soloists, Instrumentalists, Orchestra, music scores) in church-based concerts involving our musicians, or particularly to special festive Worship services, (such as Easter, Thanksgiving, pre-Christmas). "

Waitte Music: The income of this fund is "to be used specifically in benefit of the Music Department."

The following fund has not *qualified* for a grant in 2023:

Cox Organ Fund: "Earnings from this fund are to be used specifically for the maintenance and improvement of the church organ."

2023 Grants Requests: Seven grant requests and 3 restricted use endowment grants with a total of \$126,170 were proposed by the Centennial Endowment Funds committee on October 3, and approved by Church Council on Nov 22, 2022. By CEF policy, Church Conference provides the final approval. Full details on the original grant requests are available by request from the Church Office or the Chair of CEF, Jeff King (steepsandstone@gmail.com). The 2023 grant proposal is included at the end of this document, in addition to the 2022 Q2 CEF Financial Report.

Summary of Funds Available vs Funds Requested

- Unrestricted: \$102,550 requested out of \$82,000 Available
 - External:
 - Sibling Cities (\$12,300 - 2nd year)
 - Karat School Project - KSP (\$20,000)
 - Internal:
 - FUMC Organ Concert Series (\$7,250)
 - Dir. CYFM (\$63,000 - 3rd year)
- Restricted \$31,120 requested out of \$49,000 Available
 - Roller Shades for Fellowship Hall (\$13,000)
 - Church Cooling Study (\$16,000)
 - Emergency Supplies (\$2,000)

Summary of Grant Requests:

1. Sibling Cities USA (2nd Request)

Lead: Vicki Veenker

Sponsoring Church Committee: Social Action

This grant is a 2nd year request to support the Sibling Cities organization, founded by Vicki Veenker. We funded this organization at a \$9000 level in 2022. “The purpose of Sibling Cities is to bridge the divides between citizens in our country to knit this country back together again... This grant seeks support for our next and most critical phase of the Palo Alto pilot: Civil Discourse. We are planning a series of community conversations in 2023 between residents of Bloomington and Palo Alto on topics addressing both local and national issues. The purpose is to renew the public square and re-learn how to listen and speak to each other with respect and civility.”

2. KSP Ivory Coast

Lead: Caryn Cranston/Evelyne Keomian

Sponsoring Church Committee: Discipleship

Girls & Mothers Education

“ The Karat School Project works to improve girls’ education in marginalized communities where girls’ education is undervalued and often unattainable. By focusing on girls & their mothers’ education & training, we are able to sustainably empower them and help them break free from generational poverty. This new request aims to support the education of young girls and increase the proportion of girls who are educated at the Karat School in Ivory Coast by providing a year of full-time education for seven girls, plus training for their mothers.”

3. FUMC Organ Concert Series

Lead: Sandra Wilson

Sponsoring Church Committee: Social Action

This project seeks to enhance and expand our current music program by “re-instituting an organ concert series that would utilize our unique organ resources for the community’s enjoyment, and inspire and educate young keyboard players and, potentially future organists. ... We propose to present an initial organ concert that will serve as a pilot test of the feasibility of undertaking a regular organ concert series and will inform the planning of its characteristics and financing.” The intent of this project is to enhance our music programs in order to

serve and retain current members, increase our numbers, and provide outreach to the community.

4. Roller Shades

Lead: Harold Jones

Sponsoring Church Committee: Trustees

“The curtains that are currently in the Fellowship Hall are damaged and dirty, making the space look old and neglected. Replacing the curtains with new sunshades will update the space, making it a more desirable space for rentals, such as dances and receptions.”

5. Director of Children, Youth, and Family Ministries (3rd request)

Lead: Pam Cutcosky

Sponsoring Church Committee: SPRC

This grant request is to continue support for the Director of CYFM (currently Pastor Gerardo) in 2023. The current grant will end this calendar year with a balance of over \$20,000, which will roll over to 2023 and provide additional funds to supplement this grant request.

*The CEF committee communicates that the reduction in the grant for the Director of Children and Youth Ministry resulted from not having a salaried director for some time in 2021. This left an unexpected surplus for the CEF grant that was made to pay the person in that position. The Committee thus agreed to consider an application to pay the Director of Children and Youth Ministry for 2 months in 2024.

6. Church Cooling/Ventilation Study

Lead: Sandra Florstedt

Sponsoring Church Committee: Trustees

“Our church buildings were constructed at a time when excessive heat in Palo Alto was not a concern. Insulation and air conditioning/fans were not part of the plan. However, things have changed. Trustees have received numerous reports of people being uncomfortable when rooms heat up...

Our initial request is for funds to hire a mechanical engineer to perform a thorough study of church buildings to determine:

a) Where the need is greatest

- b) Where it would be most cost effective to improve ventilation
- c) The elements that would help Trustees create a long term plan for cooling our church.”

7. Emergency Supplies

Lead: Steve Wood

Sponsoring Church Committee: Trustees

This proposal is to purchase and replace outdated and missing supplies as listed in our Emergency Plan.

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| 15 Cox Organ Fund | CEF | CEF | 0 | | | | | 0 | | |
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| | | Totals | 12,600 | | | | | 12,600 | | |
| Total CEF Grant Funding for Year | | | | | | | | 126,170 | | |

FUMC Palo Alto: CEF Financial Report

2022-Q2

| | Unrestric. | Thompson Williams & Property | Program/ Mission | Stuart Landscape Endow. | Angell Special Music | CEF Special Maint. | Waitte Music | Cox Organ | Total |
|---------------------------|------------|------------------------------------|---------------------|-------------------------------|----------------------------|--------------------------|-----------------|--------------|-----------|
| 1 Jan 1 Opening Totals | 2,334,764 | 1,388,663 | 13,301 | 103,610 | 65,244 | 570,521 | 194,009 | 80,704 | 4,750,816 |
| 2 Prev Qtrs Changes | -150,965 | -83,650 | -1,224 | -11,422 | -7,220 | -32,649 | -21,523 | -8,960 | -317,613 |
| 3 Curr Qtr Opening Totals | 2,183,799 | 1,305,014 | 12,077 | 92,188 | 58,024 | 537,871 | 172,486 | 71,744 | 4,433,203 |
| 4 Curr Qtr Changes | -265,204 | -149,817 | -1,384 | -11,124 | -7,009 | -58,348 | -20,800 | -8,690 | -522,377 |
| 5 New Market Values | 1,918,595 | 1,155,197 | 10,693 | 81,064 | 51,015 | 479,523 | 151,685 | 63,054 | 3,910,826 |

FUMC income/expense Qtr Details

| | | | | | | | | | | |
|----|--------------------------|---------|--------|-----|-------|-------|-----|-------|-------|---------|
| 6 | 4/1/22 | 60,082 | 38,953 | 260 | 3,596 | 2,498 | 774 | 7,208 | 3,170 | 116,541 |
| 7 | New Gifts & Beq's | 481 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 481 |
| 8 | Transfers to UMF | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 9 | Transfers from UMF | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 10 | Earnings from UMF | 6,967 | 4,347 | 48 | 327 | 206 | 0 | 612 | 300 | 12,807 |
| 11 | Grant Payouts prev yr(s) | -6,736 | -281 | 0 | 0 | 0 | 0 | 0 | 0 | -7,017 |
| 12 | Grant Payouts curr yr | -17,491 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -17,491 |
| 13 | Committee Expense | -155 | -92 | -1 | -7 | -4 | -38 | -12 | -5 | -314 |
| 14 | 6/30/22 | 43,150 | 42,926 | 307 | 3,916 | 2,700 | 735 | 7,808 | 3,466 | 105,008 |

UMF Inv Acct Qtr Details

| | | | | | | | | | | |
|----|---------------|-----------|-----------|--------|---------|--------|---------|---------|--------|-----------|
| 15 | 4/1/22 | 2,123,717 | 1,266,061 | 11,817 | 88,592 | 55,526 | 537,098 | 165,277 | 68,574 | 4,316,662 |
| 16 | Deposits | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 17 | Disbursements | -6,967 | -4,347 | -48 | -327 | -206 | 0 | -612 | -300 | -12,807 |
| 18 | Mkt. Adj. | -240,005 | -148,671 | -1,376 | -11,064 | -6,971 | -57,979 | -20,688 | -8,644 | -495,397 |
| 19 | Fees | -1,299 | -773 | -7 | -54 | -34 | -331 | -100 | -42 | -2,639 |
| 20 | 6/30/22 | 1,875,445 | 1,112,270 | 10,387 | 77,147 | 48,315 | 478,788 | 143,878 | 59,588 | 3,805,818 |

2023 PASTOR'S COMPENSATION, BENEFITS & REIMBURSEMENTS REPORT

Date of Report 11/16/2022

| | |
|--|---|
| Church Palo Alto, Palo Alto, First UMC | Pastor Douglas I. Norris |
| SPRC Chair Pamela Cutkosky | SPRC Email pamelareasner@yahoo.com |
| Please indicate the reason for a change in compensation Annual and Salary & Utility Increase | |
| Please indicate the % of Full-time service: 3/4 | |
| ANNUALIZE ALL FIGURES regardless of the service term. | |
| Previous Effective Date 11/1/2022 | New Effective Date 1/1/2023 -12/31/2023 |

| CASH SALARY | |
|---|--------------------|
| 1. Previous Total Cash Salary (previous line 5 amount minus line 4) | \$47,257.50 |
| 2. + Cost of Living Increase (or Min. Salary Increase):(CPIW: 8.3% in 7/2023) | \$3,922.50 |
| 3. + Merit Increase or Any Other Cash Amounts Paid | \$0.00 |
| 4. + Moving Expense (Enter \$0 unless new Pastor appointment) | \$0.00 |
| 5. NEW TOTAL CASH SALARY (Lines 1 + 2 + 3 + 4) (Please make sure Line 5 is equal to or greater than the Required 'Minimum Salary' Amount) | \$51,180.00 |
| 5a. If Pastor is NOT participating in a Conference Health Insurance plan, amount WITHIN Cash Salary that is for INDIVIDUAL Health Care Insurance (such as the Health Exchange). This amount is taxable. READ INSTRUCTIONS | \$0.00 |
| 6. Amount WITHIN Cash Salary (Line 5) which is designated For Tax-Deferred Pension Contributions (IRC Sec. 403(b)) | \$0.00 |
| 7. Amount WITHIN Cash Salary (Line 5) which is designated For Additional Housing-Related Costs (IRC Sec. 107) | \$0.00 |
| 8. Amount WITHIN Cash Salary (Line 5) which is designated For Health Care cafeteria plans (IRC Sec. 125)** | \$0.00 |
| PARSONAGE, HOUSING ALLOWANCE, AND/OR UTILITIES PAID BY THE CHURCH** | |
| NOTE**: Housing amounts and church-paid utilities are part of 'Clergy Compensation'. All such amounts (shown on Lines 6 through 11) are also subject to 15.3% SECA tax (Social Security), which is paid by the pastor. At year-end, all such housing-related amounts are to be reported in Box 14 of the Clergy W-2 Form, provided that those amounts have also been expended by year-end for housing purposes, and provided that the pastor has certified the expenditure of these funds for housing purposes on the prescribed form (IRC Sec. 107). | |
| 9. Is the Pastor living in the Parsonage, or other Church-Provided housing? | Yes |
| 10. Housing Allowance Paid to the Pastor (in Lieu of a Parsonage) (IRC Sec. 107) | \$0.00 |
| 11. Utilities: Paid to the Pastor as an Allowance, OR Paid directly to Utility Companies | \$6,900.00 |
| Utility Excursion Type | Paid to the Pastor |
| 12. TOTAL OF HOUSING ALLOWANCE AND/OR ANY CLERGY UTILITIES PAID BY THE LOCAL CHURCH (by allowance or directly to Utilities) (Line 10 + Line 11) | \$6,900.00 |
| 13. TOTAL CHURCH-PAID COMPENSATION (Line 5 + Line 12) | \$58,080.00 |
| {Note for Treasurers: Taxable Wages in Box 1 of the Clergy W-2 Form should equal the Cash Salary amount (line 5) minus any amounts designated on lines 6, 7, & 8 provided that the amounts on Lines 6, 7 & 8 have been expended by year-end for the purposes designated}. | |
| CHURCH-PAID EMPLOYEE BENEFITS | |

| | |
|---|-------------|
| 14. HEALTH INSURANCE PREMIUMS for plan offered by the Conference (Paid to the Conference) IMPORTANT UPDATE! PLEASE READ HEALTH INSURANCE INSTRUCTIONS! | \$0.00 |
| 15. PENSION & BENEFIT EXPENSE | \$0.00 |
| 15a. Additional Church Contribution | \$0.00 |
| 16. TOTAL OF COMP. PLUS HEALTH INS & PENSION (Lines 13 + 14 + 15) | \$58,080.00 |
| <p>ACCOUNTABLE REIMBURSEMENTS FOR PROFESSIONAL EXPENSES (Not included as part of compensation, and NOT a reduction from Salary) Reimbursable expenses are negotiated between the Pastor and the S/PPRC. Typical Accountable Reimbursements include Automobile Travel Expense (Calculated as miles x IRS Rate /Mile (57.5 cents as of 1/1/2022), ACS Room & Meals, Continuing Education, professional memberships, subscriptions, meal meetings, etc. These expenses are NOT to be budgeted as line items and are payable only with proper documentation.</p> | |
| 17. TOTAL OF ACCOUNTABLE REIMBURSEMENTS FOR PROFESSIONAL EXPENSES | \$5,000.00 |
| 18. GRAND TOTAL OF ALL CLERGY COMPENSATION AMOUNTS, PLUS HEALTH INSURANCE AND EXPENSE REIMBURSEMENT COSTS (Lines 16 + 17) | \$63,080.00 |

Submitted for District Superintendent approval