

2021-2022 ANNUAL REPORT



NEW
PROVIDENCE
PRESBYTERIAN CHURCH



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NPPC Staff

Pastor/Head of Staff – Emily J. Anderson
Associate Pastor for Emerging Generations & Mission –
Louden Young
Associate Pastor for Church Life & Family Ministries –
Rachel Parsons-Wells
Parish Associate for Visitation – Stan Rushing
Pastoral Intern – Evelyn Hooper
Childcare Coordinator – Fairlena Googe
Director of Music – Rob Britt
Church Organist/Director of Handbell Choirs – Peggy Rogers
FirstLight Coordinators – Jordan & Maddie McCullough
Director of Children's Music – Hannah Strong
Parish Nurse – Trish Badgett
Welcome Table Coordinator – Amelia Geis-Scott

CHURCH OFFICE STAFF

Penny Bever – Business Administrator
Gregg Randolph – Communications
Director
Sheryl Birdsall – Administrative
Assistant

BUILDING TECHNICIANS

Ray Bryant – Facilities Manager
Jay Buchanan – Facilities Technician
Teresa Myers – Facilities Technician
Bryce Burns – Facilities Technician

AGENDA

The Reverend Dr. Emily J. Anderson, Moderator
Sharon Chapman, Clerk of Session

GATHERING

Call to Order Emily Anderson
Opening Prayer Rachel Parsons-Wells
Reading of the Call of the Meeting Sharon Chapman

CELEBRATING OUR MINISTRY

Financial Report Tim Lucas & Andy Luttrell
Report from Congregational
Nominating Committee Sue Clark & Glenn Gardner
Personnel Report Thomas Small & Vikki Myers
Pastor's Remarks Emily Anderson

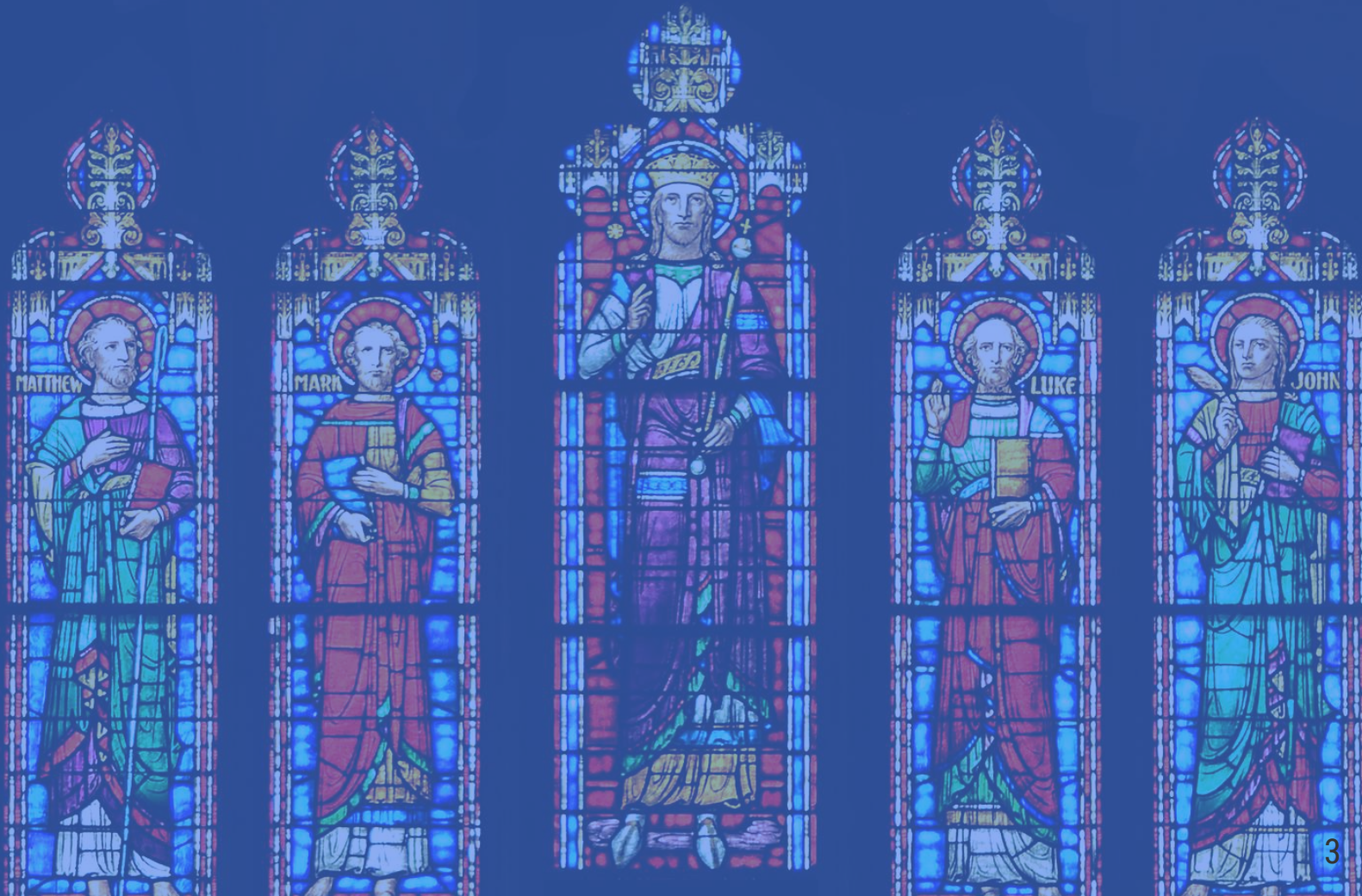
CELEBRATING OUR CALL

Closing Prayer Loudon Young

ANNUAL MEETING OF THE
CONGREGATION OF

NEW PROVIDENCE
PRESBYTERIAN CHURCH
MARYVILLE, TENNESSEE

SUNDAY
OCTOBER 16, 2022



FROM THE PASTORS

Maya Angelou offers a great piece of advice:

Forgive yourself for not knowing what you didn't know before you learned it.

In the past 2-1/2 years, we've learned a lot that we didn't know... and we didn't even know what we needed to know until the time was upon us.

For instance, we learned in a hurry how to do online worship, and in this past year, we purchased and installed livestream equipment to allow access to services for those who cannot (or choose not to) be in the sanctuary in person. Is it different? Yes. Have we learned how to do it well? Yes, that too.

We learned how to adapt outreach ministries like the Welcome Table and Community Benefit Sale to fit pandemic protocols... and then when the time was right, opened them back up to previous levels of activity.

We have learned how to adapt large meeting spaces so that children's and youth groups, and even the choir, can have plenty of open space to continue what they do in safer ways.

We have learned to meet, pray and even worship via Zoom (although we won't try singing again). We used that tool to hold two annual meetings and even call a new Associate Pastor.

In other words, we have learned new tools to help us do what we have been called by God to do, and that is to be the church of Jesus Christ in this time, and in this place. It won't look like any other congregation in the country, and it may not look like our congregation at any other time in our history. But it is the faithful thing for us to do right now.

The year ahead holds much promise for us: the initiation of our Matthew 25 initiative aimed at eliminating systemic poverty, opportunities for members and friends to not just support NewProv financially, but also with time and energy, as well as a potential capital campaign designed to retire debt and update our existing buildings to be welcoming and inviting to all.

While we said goodbye to our parish associate Gloria Mencer at her retirement in March, we have now welcomed Evelyn Hooper as pastoral intern, and Hannah Strong as our director of children's music. New officers are being elected, teachers and leaders recruited, and programs, worship attendance and excitement are growing.

The pages that follow provide just a glimpse of what our ministry teams and programs have been doing over the last twelve months. By God's grace, may there be all of that and more awaiting us in the months ahead!

We are deeply grateful for the privilege of serving alongside this congregation, especially during these extraordinary days—and we look forward to what God holds for the future. May we be blessed with insight, generosity, creativity and laughter along the way.

It is a joy to be the church with you!

Emily, Stan, Loudon, Rachel & Evelyn







WORSHIP

WITH JOY AND REVERENCE

Total Worship Budget: \$425,268.58 (32%)

Budget figure includes appropriate percentages of staff compensation, music and licenses, instrumental guests, scholarships, decorations, communion supplies, sound equipment, preschool and children's choir supplies, organ and piano maintenance, utilities, building costs, insurance, janitorial supplies and office supplies

We Worship in One Spirit

As the COVID-19 pandemic begins (somewhat) to loosen its grip, the Worship & Arts team looks back to see that the restrictions of the last two years have actually helped us become more creative in our worship. As has been the case everywhere, "the way we've always done it" no longer carries much weight.

And so (to borrow a phrase from the cultural lexicon), we "pivoted." Between a Thursday and a Sunday in March of 2020, we figured out how to produce online worship; in this past September we installed livestreaming equipment to allow NPPC members and friends to participate in services from the sanctuary, even if they are traveling or unable to leave their homes.

Those worship experiences have been a blend of contemporary and classical music offerings, but conversations are beginning about reinstating an alternative, informal worship format in an earlier Sunday morning time slot.

With new staff members in place, Children's and Youth Sunday worship services have resumed with extra energy. A newly-hired children's music director will begin to introduce our K-5th students to the joy of congregational song during their Wednesday afternoon program.

A new initiative to focus on the arts will lead to our first-ever Celebration of the Arts Sunday. Forty-five NewProv artists and friends will display their work in Westminster Hall following Sunday morning worship, and the hope is to make continued use of art to enhance our worship experiences, and share God-given creative gifts.

In the past year, we've experimented with some new things:

A "pajama party" worship in Westminster Hall on December 26
with coffee, cocoa and Christmas cookies

A contemplative Good Friday Taizé service to complement
our Holy Week worship

"Double-cupping" for communion to limit the spread of germs

Hymns from other cultures that enhance our worship experience,
led by a choir packed into the choir loft

All of that continues along with what we do week-in and week-out: baptizing infants and adults, celebrating the lives of the saints, joining couples in marriage, and gathering together around God's word to re-orient our lives and remember who and Whose we are.

Looking back, the Worship and Arts team is grateful for the patience and support of our church family. Going forward, we will continue in our ministry—to think outside the box as we serve God and one another in creative and Spirit-filled ways.



GROW

IN FAITH AS DISCIPLES OF JESUS CHRIST

Total Education Budget: \$193,778.90 (15%)

Budget figure includes percentages of staff compensation and benefits, curricula, supplies, equipment, camp and retreat scholarships, library resources and supplies, leadership development funds, utilities, building maintenance, insurance, janitorial supplies, office expenses and van maintenance

Learning to Walk Out the New Life

NewProv has never failed to offer dialogue, conversation, space to ask questions, opportunities to learn and the interpretation of scripture. Here's what that looked like this year...



CHILDREN'S MINISTRY

During the past year, the Children's Committee was pleased to coordinate in person activities to foster the growth of our children. Sunday school classes have resumed using the Follow Me Curriculum.

"I like Sunday school, because I get to see my friends and do fun activities." – Clara Bradford, grade 5

- The afterschool PEAK/Cloud 9 programs are going well. In November, they decorated a Christmas tree that was taken to Children's Hospital and hosted visitors from John Knox Nature Center. Attendance seems to increase each week in PEAK. The group is now divided into two smaller groups to better meet individual needs. We currently have 20 students enrolled in the afterschool program and hope to be able to run the church bus to pick-up students after Fall Break. Our children continue using the Godly Play activities. The five Cloud 9 students have been looking for Biblical themes in Harry Potter as well as other books and films and learning how to look up Bible passages. Both groups enjoy musical activities with our new children's music coordinator, Hannah Strong.

"I love having snacks with my friends every week!" – Avery Hearon, grade 4

- On June 4 about nine families attended a swim party hosted by the Deacons. It was a great kick off for a week of fun activities learning about the importance of water and the fact that not everyone has access to clean water.
- Our June Vacation Bible School program was Clean Water for All God's Children. We had 34 children served by 68 volunteers throughout the four day program.

"The stories adults told about needing water growing up and the arts and crafts were my favorites." – Maggie Conatser, grade 2

- We continue working to ensure that our adults who work with children complete a child welfare training. New Hope offered training to everyone in the church. We had 6 church members attend as well as a visitor from another church. The Children's Safety Policy is currently under review, but we strive to follow best practices of ensuring that every group has two adults and no child is ever left alone with only one adult supervising.



YOUTH MINISTRY

Over the past year, the Youth Connection explored the theme “The Well Is Deep.” We are not sure if a better description can be given about the health of our youth program. Participation in weekly and special programming has returned pre-pandemic levels; we have welcomed some new youth and their families to the fold and continued to deepen our relationships with one another and with this community. Whether it is the sound of Disney karaoke filling Westminster Hall at 3am on a January night, or the vibrant red hair Loudon sported for several months after our successful Souper Bowl of Caring campaign, there are plenty of signs to remind us that we are building something special here.

GROW

Our youth had many opportunities to engage in meaningful conversations about their faith. Youth Group met regularly on Sunday nights and Wednesday afternoons. With the help of some amazing elder friends, we had another large group of youth complete Confirmation, including eleven who chose to be examined and become members in April. We also embraced the opportunity to learn beyond just our own group by participating in the Presbytery’s Youth Summit in February, as well as the Montreat Youth Conference, and Massanetta Middle School Conference this past summer.

SERVE

We served our neighbors in many ways, from battling hunger in Blount County through our Trick or Cans and Souper Bowl of Caring food drives and our 100 Hours of Welcome Table challenge. We provided for neighbors in need, through Christmas Wishes, the Tiny Trees initiative and provided some joy by leading music at the Around the Welcome Table Carol Sing.

WORSHIP

In April, the Youth led us in thoughtful, and creative worship on Youth Sunday. Jordan Overton and Gwen Gerdeman, two of our seniors who graduated in May, provided a powerful message about the transformative power of welcome and love model for us by Christ.

As we look to the next year and beyond, we will continue to build on the things that matter most, our relationships with God and with one another. We will explore new and different ways to engage and live out our faith and develop tools to help us better understand who we are.



ADULT EDUCATION

The Adult Education Committee is responsible for curriculum approval, communication and development of adult Education opportunities and resources.

During 2022, despite the challenges of Covid, we have been able to add another session of Becoming a Beloved Community: Understanding Systemic Racism. Our summer sessions included our partners from St. Paul AME Zion Church and participants from a variety of churches in our area. One of the sessions had eighty in attendance. Speakers presented information on the racial history of this area and the group read together a young adult book, Stamped: Anti-Racism and You by Ibrim Kendi and Jason Reynolds.

Three adult classes continue to meet on Sunday mornings with a variety of topics from Bible study to modern works on faith and social justice. In addition, the Women's Study Group, meeting twice a month, has had a good year with increased attendance and is currently in their third book. Additional Bible studies take place on Monday mornings and at Shannondale on Wednesday afternoons.

The committee oversees, with the NPPC library, a collection of resources for classes to use for their studies. This collection is now available through the NPPC website.

Our two major challenges for the future are to increase involvement of NPPC members in study both as individuals and groups and to expand our Becoming a Beloved Community with hands on actions plans.



LIBRARY, ARCHIVES AND CURRICULUM

The NPPC library continues to operate as a Resource Center with the library, archives and curriculum collection all under Discipleship and Education. The library consists of an adult section and the Flo Alexander Children's Library. Both of these areas are devoted to works of faith, theology, Bible study and social justice.

- A recent focus has been to build up the children's collection on race. In addition, books have been added through memorials from Presbyterian Women in honor of those who passed away in 2021. A major source for these books has been the Fly Away Press, an arm of PCUSA. After several months of work, we have finally completed an updated catalogue of our collection. This catalogue is found in a notebook in the library and now as a link on the NPPC website. The librarians are grateful for the work of Carrie Eaton in bringing this material online.
- Our current plans involve more communication of the rich resources available to our congregation. Current librarians are Linda Dotson and Cynthia Freeman. The curriculum collection is in a separate room off the main library. It is a storehouse of studies for individuals and small groups. These resources also include DVDs. Curriculum is also a part of the online catalogue.
- The archives at NPPC are undergoing reorganization after several years with no oversight. The goal is to create an online directory that will allow the congregation to know what historical records exist for the long history of our church and denomination. A plan is underway to display some of the archives in a prominent position to create more awareness of what is found there. Jane Carl and Cynthia Freeman are currently the archivists.



LEADERSHIP DEVELOPMENT & OFFICER TRAINING

What are the goals of Leadership Development Committee?

The Leadership Development Committee strives to provide training to potential, new and current church officers in an environment in which they:

- Achieve a high level of comfort with their roles and responsibilities
- Develop an ability to pursue, build and enhance connections and relationships with other leaders
- Acquire a desire to continuously learn and grow in the competencies of leadership
- Gain a sense of confidence in serving and leading others

What did the committee do this past year?

During this past year the Leadership Development committee continued offering training responsive to the needs of incoming and established officers. While this year we pursued training in a virtual mode, we look forward to returning to in-person training this fall with a new class of officers.

All new deacons and elders attended a 6-week class, Discipleship to Leadership, led by members of the Leadership Development committee and the pastoral staff. The new officers learned why we need officers and how leaders work within New Providence. Topics ranged from Biblical examples of leadership to church history, to the role of elders and deacons at New Providence, our organizational structure and policies and PC(USA)'s polity.

Another accomplishment this year was the creation of the electronic version of the Officers' Resource Manual. This document is a valuable resource for officers and anyone who is interested in learning more about serving as an officer of New Providence. The manual is available on the church website.

Looking Ahead

The Leadership Development Committee prays that quality training programs will allow our church members to grow spiritually, individually, and collectively, and we will create a stronger community inside and outside the church in which our members will be better prepared to serve God and others.



LOVE

ONE ANOTHER

Total Congregational Life
Budget: \$167,208.48 (13%)

Budget figure includes appropriate percentages of staff compensation and benefits, TLC and college student care packages, supplements for congregational meals, bereavement support, transportation needs sound system support, utilities, building maintenance, insurance, janitorial supplies and office expenses.

Congregational Life Ministry Team

The Congregational Life Ministry Team is comprised of 18 Deacons who serve 3-year terms. Each Deacon serves on at least one of six committees within the ministry team.

CONNECTIONS

Develops and organizes Inquirers' Classes for those interested in joining or learning more about New Providence. Classes were suspended for much of the last year due to COVID restrictions. Last summer we were able to hold an Inquirers class. We welcomed Marc & Denise Hanshaw, Bob & Bonnie Moore, and Jacob Parsons-Wells as new members of our community. Another class in the spring welcomed Jacqie Brown, Al & Jennifer Hill, Lauryi & Kevin Knowles, and Margaret Rainforth.

FELLOWSHIP GROUPS

Are a vital part of New Providence life and encompass a wide variety of groups including Presbyterian Women of the Church (PWC), Men's Squares, Parents Night Out, and Geneva Fellowships. The main objective for this year was to plan activities for the congregation to re-connect after Covid isolation.

- Parents' Night Out was held March 5 with several attendees. Pizza was served and games were planned for the evening. The current plan is for another Parents' Night Out in October.
- Congregational Bingo Night
- Photography Wild Flower Hike on Little River Trail, GSMNP, led by Stan Rushing in April
- The first "Annual NPPC Pool Party" was held on June 2. The plan is to make this an annual summer event for families.
- A successful church-wide picnic was held on September 18 with 160+ in attendance. Deacons served hamburgers and hotdogs, with all the condiments and fixings.
- Excursion to Cataloochee to view and photograph elk, led by Stan Rushing in September



CONGREGATIONAL NURTURE

Reaches out to connect and support NPPC members. The Congregational Nurture committee resumed meeting about a year ago. A TLC list was re-established based upon ages of church members in realm. Easter cards were mailed out to TLC list members. Since then, visits have been established to church members on the TLC list. Committee members have also participated in planning and assisting with overall Deacon planned activities, including an event at the Maryville Pet Park, Gloria Mencer's retirement celebration and the upcoming church picnic.

EVENT SUPPORT

Provides set up and clean up for a number of congregational gatherings throughout the year. There were two set-ups required this year for the Congregational Bingo Night and Congregational Picnic.

TRANSPORTATION

Provides rides to NPPC members. Drivers are available to provide transportation with the church van to worship services and special events when needed.

BEREAVEMENT

Offers support for NPPC families by hosting receptions following funerals or memorial services. The committee sent cards weekly using the Pastoral Care Prayer List. There were eight bereavement receptions held.



SERVE

GOD'S WORLD

Total Outreach Budget: \$387,935.12 (29%)

Budget figure includes percentages of staff compensation and benefits, special offerings, the Welcome Table, Bartlett and LIFT program supplies, PWC and NPPM mission support, local and global mission support, utilities, building maintenance, insurance, janitorial supplies and office expenses.

Church in the World Ministry

Church in the World (CITW) seeks to respond to Christ's call to love our neighbor by:

- Witnessing to the value God places on each person, no matter their circumstances
- Focusing especially on the dispossessed, overlooked, and forgotten
- Acting in faith to help meet near term needs as well as opportunities for the future.



WITHIN OUR WALLS

Welcome Table served an average of 125 meals per week in Westminster Hall, creating community among all who come through the doors on Tuesday evening. In addition COVID-19 vaccinations were provided on multiple occasions to community members, with a focus on those attending Welcome Table. Bartlett Adult Day Out Program is now back to two days a week, Tuesday and Wednesday, and is again pushing up against their cap of maximum participants. Presbyterian Women and Presbyterian Men groups consistently hosted Community Benefit Sales and Football Parking respectively, raising tens of thousands of dollars for local community partners as well as for US and international disaster relief. ChristmasWishes held their annual celebration, bringing Christmas joy, including useful gifts and food boxes, to 27 families in our community who might otherwise go without.



WITHIN OUR COMMUNITY

CITW continued its support of the work of our community partners here in Blount County. The Community Food Connection saw the trend of increased need for grocery assistance continue this year, helping to address increased food costs by providing an encouraging shopping environment for families in need several days a week. Family Promise continued to house their families in their transitional housing units, and remain at max capacity most weeks. They have yet to start back the moving shelter hosted by churches. Good Neighbors continued its support of those struggling to keep up with rent and utilities. Tens of thousands of dollars were distributed to hundreds of individuals and families over the course of the year, while appointments have continued to be over the phone. Habitat for Humanity continued its development of a 20 home neighborhood in Alcoa. They have completed 5 of the homes, and are in different stages of building on three more. They are again beginning to organize and fundraise for a Faith build, and NPPC has already dedicated considerable funds for that effort.



WITHIN OUR WORLD

CITW also continued our support of ministries around the world, including those organized by the Presbyterian Church USA. Along with the dedicated parts of our budget, we collected four special offerings over the course of the year, which help the denomination to address issues around justice, reconciliation, creation care, church vitality, and caring for marginalized communities. This year, CITW has contributed funds from special offerings to the Blount County Schools Family Resource Center and New Hope Children's Advocacy Center. CITW looks forward to continuing to tell the story of God's love through our ministries and partnerships in this community and beyond, while always looking for the new opportunities the Spirit will move us toward in FY2023.



EQUIP

THE CHURCH FOR MINISTRY

Total Administrative Budget: \$154,726.12 (11%)

Budget figure includes percentages of staff compensation and benefits, office equipment, website hosting and development, postage and printing expenses, furnishings and decorations, telephone and internet access, utilities, building maintenance, insurance, and janitorial supplies.

Administrative Team

The Administrative Team took the opportunity to re-organize itself this year to more efficiently carry out its work. That team is now composed of representatives of four hard-working committees: Facilities, Finance & Stewardship, Personnel, and Policy & Planning. Other committees, like Memorials and Design & Landscaping committees, meet on an as-needed basis.

Together, these committees coordinate the “business” of New Providence, and come together as a team to coordinate and best manage these responsibilities.



POLICY & PLANNING

The newly re-formed Policy & Planning committee has undertaken the herculean task of updating our NPPC policy manual, which currently resides in a 3” binder. The committee has asked all other ministry groups to review and make recommendations about our policies, which will eventually be digitized according to an easy-to-use system. That group is also leading the charge to take many of the ideas from our pre-pandemic visioning work, and put them into practice as needed.



PERSONNEL

This year, as every year, the Personnel committee worked with the staff to ensure that we have the right people in the right places to accomplish the mission that we feel called to do. Through annual staff reviews, orienting new employees, and helping to fill vacancies, those committee members have their finger on the pulse of what’s going on with our staff, and how to encourage them to greatest effectiveness.



FACILITIES

When the boiler that heats our entire building showed signs of leakage after the winter season, the facilities committee did the research to determine whether it was best to repair or replace (for now, repair), and when a second-floor air conditioning unit failed over the summer, that same committee made the wise decision to replace it with a heat pump. As aging units on other floors fail, they too will be replaced with heat pumps, which will not only be more cost and energy-efficient, but will reduce the strain on the boiler. Not glamorous work, but if the Facilities committee did not do their work, neither could many of our ministries and programs. Thanks to them, our buildings are now appropriately heated or cooled.



FINANCE & STEWARDSHIP

The Finance & Stewardship committee joined forces this year not only to keep an eye on the financial health of New Providence, but to analyze those trends over time so that they can guide the session in decision-making as we go forward. That same group holds the ongoing conversations about how to inspire us to greater generosity in our giving. The goal is not only to help NPPC remain financially healthy, but also to make members aware of the many ways they can contribute by investing their time and abilities into programs that serve both our church and our community.



NOMINATING COMMITTEE

ELDERS

Stephanie Bell
Carrie Eaton (1 year term)
Brian Groenhout
Mike Harrington
Denia Lash
Andy Luttrell
Karen Paxton
Rick Shepard
Denise Vogado (2 year term)

DEACONS

Andrea Carpenter
Sumner Gibbs
Paul Gibson
Bob Moore
Don Payne
Patty Quinn

NOMINATING COMMITTEE FOR 2023

Bob Beard
Ed Best
Ron Gibbs
Dianne Lashmit
Hayley Lynn
Michelle Rudisill



CHANGES IN TERMS OF CALL FOR 2022-2023

Changes in Terms of Call for 2022-2023

The Reverend Doctor Emily J. Anderson, Pastor/Head of Staff

	<u>2021-2022</u>	<u>2022-2023</u>
Minister's Salary		
Annual Cash Salary	\$64,076	\$67,280
Housing Allowance	\$51,551	\$54,129
Total Effective Salary (W-2 Salary)	\$115,627	\$121,409

Taxes and Benefit Premiums paid by the Church		
SECA (1/2 Self-employment and Medicare Taxes)	\$8,845	\$9,285
Professional Expense	\$7,500	\$7,500
Sabbatical Fund (This was not used)	\$5,000	\$5,000
Pastors' Participation Plan of Board of Pensions	\$43,115	\$46,477
Cell Phone Usage for Business	\$900	\$900
One Time Bonus	\$500	\$0
Total Benefits paid by the Church	\$65,860	\$69,162
Total	\$181,487	\$190,571
Other Benefits		

Four weeks annual paid vacation

Three weeks annual study leave (annually cumulative for three years)

Sabbatical leave (discussions to commence after fourth year of service) to occur after seventh year

Annual review of call

Changes in Terms of Call for 2022-2023

The Reverend Loudon A. Young, Associate Pastor for Emerging Generations and Mission

	<u>2021-2022</u>	<u>2022-2023</u>
Minister's Salary		
Annual Cash Salary	\$26,266	\$27,579
Housing Allowance	\$21,012	\$22,063
Total Effective Salary (W-2 Salary)	\$47,278	\$49,642

Taxes and Benefit Premiums paid by the Church		
SECA (1/2 Self-employment and Medicare Taxes)	\$3,617	\$3,798
Professional Expense	\$4,000	\$4,000
Pastors' Participation Plan of Board of Pensions	\$10,117	\$10,867
Cell Phone Usage for Business	\$900	\$900
One Time Bonus	\$500	\$0
Total Benefits paid by the Church	\$19,134	\$19,565
Total	\$66,412	\$69,207
Other Benefits		

Four weeks annual paid vacation

Two weeks annual continuing education leave accumulative for three years

Annual review of call

Minimum of eight weeks paid maternity leave, two weeks paid paternity leave, two-eight weeks paid adoptive leave

Sabbatical leave (discussions to commence after fourth year of service) to occur after seventh year

CHANGES IN TERMS OF CALL (Cont.)

Changes in Terms of Call for 2020-2021

The Reverend Rachel Parsons-Wells, Associate Pastor for Church Life & Family Ministries

	<u>2021-2022</u>	<u>2022-2023</u>
Minister's Salary		
Annual Cash Salary	\$40,145	\$42,152
Housing Allowance	\$8,344	\$8,751
Total Effective Salary (W-2 Salary)	\$48,489	\$50,903

Taxes and Benefit Premiums paid by the Church		
SECA (1/2 Self-employment and Medicare Taxes)	\$3,709	\$3,798
Professional Expense	\$4,000	\$4,000
Pastors' Participation Plan of Board of Pensions	\$18,270	\$19,685
Cell Phone Usage for Business	\$900	\$900
One Time Bonus	\$500	\$0
Total Benefits paid by the Church	\$27,379	\$28,383
Total	\$75,868	\$79,286
Other Benefits		

Four weeks annual paid vacation

Two weeks annual continuing education leave accumulative for three years

Annual review of call

Minimum of eight weeks paid maternity leave, two weeks paid paternity leave, two-eight weeks paid adoptive leave

Sabbatical leave (discussions to commence after fourth year of service) to occur after seventh year

