

# CONTINUING EDUCATION AND TERMS OF CALL

FULL NAME: **William John Cormack (Jack)**

CHURCH / EMPLOYER NAME: **Hillcrest Presbyterian Church**

DID YOU TAKE YOUR VACATION TIME LAST YEAR? **yes**

DID YOU USE YOUR CONTINUING EDUCATION TIME LAST YEAR? **yes**

## **Participation in Continuing Education for 2020**

*This information will be provided to the Committee on Ministry, which has the responsibility to support continuing education for ministers of the presbytery.*

I completed the **JCP Mandatory Boundaries Training** for 2020.

I did not participate in continuing education for 2020.

I participated in the following continuing education for 2020.

I reported my continuing education for 2020 to the Session.

Continuing Education Event	Amount of Time Involved	Sponsoring Organization
White Fragility Book group	12 hrs (reading the book and discussion)	JCP
Post Trauma Follow-up	4 hrs	International Conference of Police Chaplains
Spiritual Direction	12 hrs (one hour per month)	Dr. Ven Walter

*(Use additional sheets if needed)*

## 2021 TERMS OF CALL

Check all that apply:

X	FULL TIME		PART-TIME		¾ TIME
X	PASTOR		¼ TIME		STATED SUPPLY
	CO-PASTOR		1/3 TIME		COMMISSIONED RULING ELDER
	INTERIM PASTOR		½ TIME		OTHER

### COMPENSATION (Subject to Board of Pension Dues)

1	\$ 22,000.00	Annual Cash Salary
2	\$ 22,000.00	Housing allowance
3	\$	Deferred Income
4	\$	Bonuses, lump sum allowances, gifts, etc.
5	\$	Other:
6	\$	Fair Rental value of manse ( or at least 30% of lines 1 – 5 )
7	\$ 44,000.00	Total Effective Salary ( Lines 1-6)... [Presbytery Minimum \$ 43,750.00 if full-time ]
8	\$ 16,280.00	Board of Pensions Dues ( 37% of line 7 )

### ACCOUNTABLE REIMBURSEMENT PLAN ( Voucher expenses )

9	\$ 1,500.00	Continuing Education Allowance [ Minimum: \$ 1,500.00-0]
10	IRS	Automobile: Check One: <input checked="" type="checkbox"/> IRS rate**      Car with full expenses
11	\$	Professional Expenses*
12	\$	Social Security Tax supplemental income
13	\$ 750.00	Medical deductible, coinsurance payments, dental
14	\$	Other:
15	\$ 62,530.00	Total Cost to church budget ( Lines 7 – 14 )
16	2 weeks	Continuing Education leave [ Minimum two weeks ]
17	4 weeks	Vacation leave [ Minimum four weeks ]
18		Sabbatical Leave Allowance [ See sabbatical leave policy ]

Rental value of manse is the larger of fair rental value or 30% of the total of all other amounts in SALARY items 1-6.

\*Professional expense reimbursements paid through an Accountable Expense Reimbursement Plan are listed under Professional Expenses. Reimbursements paid through a non-accountable plan are to be listed as Salary.

\*\*IRS maximum allowable mileage reimbursement for 2020 is \$0.575 per mile.

The rate for 2021 will be announced in December 2020.

The session has reviewed the adequacy of compensation with minister?    Yes  No

The session has conducted an annual performance review of the minister?    Yes  No

Date of congregational approval   01/31/2021  

Signed:   William J. Cormack    
Minister

  Lisa Reynolds    
Clerk of Session

If the congregation has not yet acted on the terms, send the completed form anyway. Corrections can be made later.