

AGEE, LAURA (PASTOR)

NEVADA, MISSOURI, FIRST PRESBYTERIAN (FULL TIME)

COMPENSATION	2023	2024
Annual Cash Salary	\$ 58,300.00	\$ 34,175.00
Housing allowance		\$ 19,000.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 58,300.00	\$ 53,175.00
Pension & Major Medical	\$ 22,737.00	\$ 20,738.00
ACCOUNTABLE REIMBURSEMENT PLAN		
Continuing Education Allowance	\$ 1,500.00	\$ 1,750.00
Automobile IRS RATE	\$ 400.00	\$ 600.00
Professional Expenses	\$ 500.00	\$ 700.00
Social Security Tax supplemental Income		\$ 4,068.00
Medical deductible, coinsurance, dental		\$ 400.00
Other:		\$ 2,000.00
TOTAL COST TO CHURCH BUDGET	\$ 83,437.00	\$ 83,431.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
Paid Family Leave		12 weeks
	ACR*	Yes Yes
	APR**	No Yes

AGNEW, DR. WILLIAM (CRE)

CROCKER, MISSOURI, CROCKER PRESBYTERIAN

COMPENSATION	2023	2024
Annual Cash Salary	\$ 6,500.00	\$ 6,500.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 6,500.00	\$ 6,500.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
Continuing Education Allowance	\$ 1,500.00	\$ 1,500.00
Automobile IRS RATE	\$ 4,761.00	\$ 4,761.00
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 12,761.00	\$ 12,761.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes Yes
	APR**	Yes Yes

ANDERSON, JOHN (CO-PASTOR - 75% PT.)

JOPLIN, MISSOURI, FIRST PRESBYTERIAN

COMPENSATION	2022	2023
Annual Cash Salary	\$ 41,200.00	\$ 42,436.00
Housing allowance	\$ 12,500.00	\$ 12,500.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 53,700.00	\$ 54,936.00
Pension & Major Medical	\$ 26,882.00	\$ 29,329.56
ACCOUNTABLE REIMBURSEMENT PLAN		
Continuing Education Allowance	\$ 1,500.00	\$ 1,500.00
Automobile IRS RATE	\$ 1,500.00	\$ 1,500.00
Professional Expenses	\$ 500.00	\$ 500.00
Social Security Tax supplemental Income	\$ 3,938.00	\$ 3,246.35
Medical deductible, coinsurance, dental		
Other:: Cell Phone	\$ 480.00	\$ 480.00
TOTAL COST TO CHURCH BUDGET	\$ 88,500.00	\$ 91,491.91
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes Yes
	APR**	Yes Yes
Sabbatical Leave: according to policy		
Parental Leave: 8 week concurrent paid leave		

ANDERSON, KIRA (CO-PASTOR - 75% PT.)

JOPLIN, MISSOURI, FIRST PRESBYTERIAN

COMPENSATION	2022	2023
Annual Cash Salary	\$ 41,200.00	\$ 42,435.00
Housing allowance	\$ 12,500.00	\$ 12,500.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 53,700.00	\$ 54,935.00
Dental / Board of Pensions	\$ 1,162.00	\$ 1,287.24
ACCOUNTABLE REIMBURSEMENT PLAN		
Continuing Education Allowance	\$ 1,500.00	\$ 1,500.00
Automobile IRS RATE	\$ 1,500.00	\$ 1,500.00
Professional Expenses	\$ 500.00	\$ 500.00
Social Security Tax supplemental Income	\$ 3,938.00	\$ 3,246.35
Medical deductible, coinsurance, dental		
Other:: Cell Phone	\$ 480.00	\$ 480.00
TOTAL COST TO CHURCH BUDGET	\$ 62,780.00	\$ 63,448.59
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	king days/year max
	ACR*	Yes Yes
	APR**	Yes Yes
Sabbatical Leave: according to policy		
Parental Leave: 12 week concurrent paid leave		

CHERRY, CLANCY (CRE - (PT. 25% time)
HOLLISTER, MISSOURI, HOLLISTER PRESBYTERIAN

			COMPENSATION	2022	2023
			Annual Cash Salary	\$ 12,000.00	\$ 12,000.00
			Housing allowance	\$ 2,500.00	\$ 2,500.00
			Deferred Income		
			Bonuses, lump sum allowances, gifts, etc		
			Other:		
			Fair Rental value of Manse		
			TOTAL EFFECTIVE SALARY	\$ 14,500.00	\$ 14,500.00
			Pension & Major Medical		
			ACCOUNTABLE REIMBURSEMENT PLAN		
			CE Allowance	\$ 1,500.00	\$ 1,500.00
			Automobile	\$ 750.00	\$ 750.00
			Professional Expenses	\$ 500.00	\$ 500.00
			Social Security Tax supplemental Income		
			Medical deductible, coinsurance, dental	\$ 1,500.00	\$ 1,500.00
			Other:		
			TOTAL COST TO CHURCH BUDGET	\$ 18,750.00	\$ 18,750.00
			Continuing Education Leave	2 weeks	2 weeks
			Vacation Leave	4 weeks	2 weeks
				ACR*	Yes Yes
				APR**	No

CHOI, SHELLA (SUPPLY)
ERIE, KANSAS, FEDERATED PRESBYTERIAN

COMPENSATION	2022	2023
Annual Cash Salary	unavailable	
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	unavailable	
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	unavailable	
Continuing Education Leave		
Vacation Leave		
	ACR*	
	APR**	

COOKE, DIANE (STATED SUPPLY)
MOUNTAIN VIEW, MISSOURI, FIRST PRESBYTERIAN (PT. 50%)

COMPENSATION	2023	2024
Annual Cash Salary	\$ 23,000.00	\$ 23,690.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other: Social Security & taxes		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 23,000.00	\$ 23,690.00
Pension & Major Medical	\$ 8,970.00	\$ 9,239.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 33,470.00	\$ 34,429.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
Paid Family Leave		12 weeks
	ACR*	Yes Yes
	APR**	Yes Yes

COOKE, DIANE (STATED SUPPLY)

WILLOW SPIRNGS, MISSOURI, WILLOW SPRINGS PRESBYTERIAN (PT. 25%)

COMPENSATION	2022	2023
Annual Cash Salary	\$ 15,000.00	\$ 15,000.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:: Social Security and taxes	\$ 1,147.50	
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 16,147.50	\$ 15,000.00
Pension & Major Medical	\$ 5,974.58	\$ 5,850.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 23,622.08	\$ 22,350.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes

CORMACK, JACK (SUPPLY PASTOR)

SPRINGFIELD, MO GIBSON CHAPEL PRESBYTERIAN

COMPENSATION	2023	2024
Annual Cash Salary	\$ 23,000.00	\$ 9,000.00
Housing allowance	\$ 23,000.00	
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 46,000.00	\$ 9,000.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	
Automobile @ IRS RATE		
Professional Expenses		
Social Security Tax supplemental Income	\$ 1,426.00	
Medical deductible, coinsurance, dental	\$ 750.00	
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 49,676.00	\$ 9,000.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	No

CORMACK, JACK (PASTOR)

SPRINGFIELD, MO HILLCREST PRESBYTERIAN (FT.)

COMPENSATION	2023	2024
Annual Cash Salary	\$ 2,300.00	\$ 26,150.00
Housing allowance	\$ 23,000.00	\$ 26,150.00
Deferred Income	\$ 500.00	\$ 500.00
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 25,800.00	\$ 52,800.00
Pension & Major Medical		\$ 22,606.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile / @ IRS rate		
Professional Expenses		
Social Security Tax supplemental Income	\$ 1,426.00	
Medical deductible, coinsurance, dental	\$ 750.00	\$ 750.00
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 29,476.00	\$ 77,656.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	No

CREWS, JOE

ASH GROVE, MISSOURI, UNITED METHODIST-PRESBYTERIAN

COMPENSATION	2022	2023
Annual Cash Salary	\$ 25,430.00	
Housing allowance	\$ 10,000.00	
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 35,430.00	\$ -
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 35,430.00	\$ -
Continuing Education Leave		
Vacation Leave		
	ACR*	
	APR**	

DAHLGREN, ROBERT (PASTOR)

WEST PLAINS, MISSOURI, FIRST PRESBYTERIAN (FT)

		COMPENSATION	2023	2024
		Annual Cash Salary	\$ 34,035.56	\$ 34,035.56
		Housing allowance	\$ 26,000.00	\$ 30,000.00
		Deferred Income		
		Supplemental Death & Vision w/ Board of Pensions	\$ 964.44	\$ 964.44
		Fair Rental value of Manse		
		TOTAL EFFECTIVE SALARY	\$ 61,000.00	\$ 65,000.00
		Pension & Major Medical	\$ 23,790.00	\$ 25,350.00
		ACCOUNTABLE REIMBURSEMENT PLAN		
		CE Allowance	\$ 1,500.00	\$ 1,500.00
		Automobile	\$ 1,500.00	\$ 1,500.00
		Professional Expenses	\$ 1,000.00	\$ 1,000.00
		Social Security Tax supplemental Income		
		Medical deductible, coinsurance, dental		
		Other:		
		TOTAL COST TO CHURCH BUDGET	\$ 88,790.00	\$ 94,350.00
		Continuing Education Leave	2 weeks	2 weeks
		Vacation Leave	4 weeks	4 weeks
			ACR*	Yes
			APR**	No

DAVIS, DANIEL (PASTOR)

IOLA, KANSAS, FIRST PRESBYTERIAN (FT)

COMPENSATION	2023	2024
Annual Cash Salary		\$ 34,278.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		\$ 2,400.00
Fair Rental value of Manse		\$ 13,200.00
TOTAL EFFECTIVE SALARY	\$ -	\$ 49,878.00
Pension & Major Medical		\$ 19,452.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		\$ 1,500.00
Automobile		\$ 3,000.00
Professional Expenses		\$ 1,778.00
Social Security Tax supplemental Income		\$ 4,407.00
Medical deductible, coinsurance, dental		
Other: One time moving expense		\$ 3,346.00
TOTAL COST TO CHURCH BUDGET	\$ -	\$ 83,361.00
Continuing Education Leave		2 weeks
Vacation Leave		4 weeks
	ACR*	Yes
	APR**	Yes

DAWSON, JENNIFER (PASTOR)

PARSONS, KANSAS, FIRST PRESBYTERIAN (FT)

COMPENSATION	2023	2024
Annual Cash Salary	\$ 50,000.00	\$ 52,500.00
Housing allowance	\$ 12,000.00	\$ 12,000.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 62,000.00	\$ 64,500.00
Pension & Major Medical	\$ 24,180.00	\$ 25,155.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile	\$ 2,880.00	\$ 1,637.50
Professional Expenses	\$ 1,100.00	\$ 1,100.00
Social Security Tax supplemental Income	\$ 5,146.00	\$ 5,353.50
Medical deductible, coinsurance, dental		
Other:	\$ 500.00	\$ 500.00
TOTAL COST TO CHURCH BUDGET	\$ 97,306.00	\$ 99,746.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
Paid Family Leave		12 weeks
	ACR*	Yes
	APR**	Yes

GANTT, LARRY (STATED SUPPLY)

BAXTER SPRINGS, KANSAS, FIRST PRESBYTERIAN (PT 25%)

COMPENSATION	2022	2023
Annual Cash Salary	\$ 18,000.00	\$ 18,000.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 18,000.00	\$ 18,000.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,000.00	\$ 1,000.00
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 19,000.00	\$ 19,000.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes Yes
	APR**	No Yes

GENGLER, SARAH

FIRST PRESBYTERIAN CHURCH, FORT SCOTT, KS (FULL TIME)

COMPENSATION	2023	2024
Annual Cash Salary		\$ 50,000.00
Housing allowance		\$ 15,300.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
other: Utilities		\$ 4,200.00
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY		\$ 69,500.00
Pension & Major Medical		\$ 27,105.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		\$ 2,000.00
Automobile		\$ 3,000.00
Professional Expenses		\$ 1,500.00
Social Security Tax supplemental Income		\$ 5,316.00
Medical deductible, coinsurance, dental		\$ 3,000.00
Other: cell (\$900) moving (\$5,000)		\$ 5,900.00
TOTAL COST TO CHURCH BUDGET		
Continuing Education Leave		20 Weeks
Vacation Leave		4 weeks
Paid Family Leave		12 Weeks
	ACR*	
	APR**	

HILL, DALE (CRE PASTOR)

STOCKTON, MISSOURI, (PT. 33%)

COMPENSATION	2022	2023
Annual Cash Salary	\$ 21,424.00	\$ 21,424.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 21,424.00	\$ 21,424.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 22,924.00	\$ 22,924.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes Yes
	APR**	Yes Yes

IANNUCILLI, CHRISTINE (STATED SUPPLY)

GOLDEN CITY, MISSOURI, FIRST PRESBYTERIAN (PT. 25%)

COMPENSATION	2023	2024

Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc	\$ 200.00	\$ 200.00
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 46,400.00	\$ 49,200.00
Pension & Major Medical	\$ 18,096.00	\$ 19,188.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile	\$ 800.00	\$ 500.00
Professional Expenses	\$ 1,000.00	\$ 800.00
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental	\$ 1,632.00	\$ 1,288.00
Other: CELL PHON AND PHONE PLAN	\$ 1,400.00	\$ 1,332.00
TOTAL COST TO CHURCH BUDGET	\$ 70,828.00	\$ 73,808.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
Paid Family Leave		12 weeks
Sabbatical Leave Allowance		Yes
	ACR*	Yes
	APR**	No

Housing allowance	\$ 15,949.00	\$ 14,577.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc	\$ 500.00	\$ 250.00
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 16,449.00	\$ 14,827.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other: 403B match/ not exceeding 2,000.00		
TOTAL COST TO CHURCH BUDGET	\$ 17,949.00	\$ 16,327.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave/ 2022-4weeks plus 5th Sundays		
	ACR*	Yes
	APR**	Yes

MILLER, CHRISTOPHER (PASTOR)		
SPRINGFIELD MISSOURI, TRINITY PCUSA, (FULL TIME)		
COMPENSATION	2022	2023
Annual Cash Salary	\$ 43,831.00	\$ 48,214.10
Housing allowance	\$ 12,500.00	\$ 12,500.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other: Pastor's Contribution to 403b retirement plan		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 56,331.00	\$ 60,714.10
Pension & Major Medical plus dental & vision	\$ 22,567.07	\$ 23,678.50
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 2,500.00	\$ 3,000.00
Automobile	\$ 1,750.00	\$ 2,000.00
Professional Expenses	\$ 1,500.00	\$ 1,500.00
Social Security Tax supplemental Income	\$ 4,300.00	\$ 4,600.00
Medical deductible, coinsurance, dental	\$ 2,000.00	\$ 3,379.52
Other: Trinity's 403b matching contribution	\$ 2,400.00	\$ 2,400.00
Other: Childcard reimbursement	\$ 2,000.00	\$ 2,000.00
TOTAL COST TO CHURCH BUDGET	\$ 95,348.07	\$ 103,272.12
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave: plus up to 1 week carry over	4 weeks	4 weeks
if not used and 6 holidays		
	ACR*	Yes
	APR**	Yes

OSTER, TIMOTHY (CRE)		
JOPLIN, MISSOURI, BETHANY PRESBYTERIAN (PT)		
COMPENSATION	2022	2023
Annual Cash Salary	\$ 15,600.00	\$ 15,600.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 15,600.00	\$ 15,600.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile	\$ 400.00	\$ 400.00
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 17,500.00	\$ 17,500.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	5 weeks
	ACR*	Yes
	APR**	Yes

PULLEYKING, MICKI (PASTOR - PT. 75%)		
SPRINGFIELD, MISSOURI, WESTMINSTER PRESBYTERIAN		
COMPENSATION	2023	2024
Annual Cash Salary	\$ 25,500.00	\$ 28,500.00

ROBERTS, MATTHEW (STATED SUPPLY - PT. 3/8 of full time)		
SPRINGFIELD, MISSOURI, WOODLAND HEIGHTS		
COMPENSATION	2022	2023
Annual Cash Salary	\$ 18,900.00	\$ 18,900.00

Annual Cash Salary		\$ 41,900.00
Housing allowance		\$ 15,000.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ -	\$ 56,900.00
Pension & Major Medical		\$ 22,191.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		\$ 1,500.00
Automobile		\$ 1,000.00
Professional Expenses		\$ 500.00
Social Security Tax supplemental Income		\$ 4,352.00
Medical deductible, coinsurance, dental		\$ 1,500.00
Other:		\$ 3,200.00
TOTAL COST TO CHURCH BUDGET	\$ -	\$ 91,143.00
Continuing Education Leave		2 weeks
Vacation Leave		4 weeks
Paid Family Leave		12 weeks
	ACR*	Yes
	APR**	Yes

Annual Cash Salary		\$ 17,472.00	\$ 18,171.00
Housing allowance			
Deferred Income			
Bonuses, lump sum allowances, gifts, etc			
Other:			
Fair Rental value of Manse			
TOTAL EFFECTIVE SALARY	\$ 17,472.00	\$ 18,171.00	
Pension & Major Medical			
ACCOUNTABLE REIMBURSEMENT PLAN			
CE Allowance	\$ 1,500.00	\$ 1,500.00	
Automobile			
Professional Expenses	\$ 6,000.00	\$ 6,000.00	
Social Security Tax supplemental Income			
Medical deductible, coinsurance, dental			
Other:(retirement)	\$ 1,200.00	\$ 1,248.00	
TOTAL COST TO CHURCH BUDGET	\$ 26,172.00	\$ 26,919.00	
Continuing Education Leave		2 weeks	
Vacation Leave		4 weeks	
	ACR*	Yes	
	APR**	Yes	

SCHWANDT, BECKY (PASTOR - PT. 50%)		
OZARK, MISSOURI, OZARK PRESBYTERIAN		
COMPENSATION	2023	2024
Annual Cash Salary	\$ 23,000.00	\$ 5,190.00
Housing allowance		\$ 18,500.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 23,000.00	\$ 23,690.00
Pension & Major Medical	\$ 8,970.00	\$ 14,869.01
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile	\$ 500.00	\$ 500.00
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental	\$ 5,272.00	\$ 442.80
Other:	\$ 150.00	
TOTAL COST TO CHURCH BUDGET	\$ 39,392.00	\$ 41,001.81
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
Paid Family Leave		12 weeks
	ACR*	Yes
	APR**	Yes

SPENCER, CHARLES (STATED SUPPLY - PT. 50%)		
WEBB CITY, MISSOURI, FIRST PRESBYTERIAN		
COMPENSATION	2022	2023
Annual Cash Salary	\$ 5,100.00	\$ 5,100.00
Housing allowance	\$ 7,200.00	\$ 7,200.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 12,300.00	\$ 12,300.00
Pension & Major Medical	\$ 12,504.00	\$ 13,102.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 2,000.00	\$ 1,500.00
Automobile	\$ 150.00	\$ 150.00
Professional Expenses		\$ 500.00
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 26,954.00	\$ 27,552.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes