

THE CALL: COVENANT FOR MINISTRY

The call to Darrell D. Weber to become Pastor of Zion United Church of Christ, Millstadt at 117 West White Street, Millstadt, IL 62260.

Having sought the guidance of the Holy Spirit and believing that God has called us to share in a mutual and common ministry in Christ, the people of Zion United Church of Christ, Millstadt, at a regularly called meeting of this congregation, held on November 28, 2004 voted to enter into covenant with you to become pastor and teacher of this church, effective on April 4, 2005.

We recognize and acknowledge that your responsibilities and duties as our pastor shall be those of the pastoral office described in the Constitution and Bylaws of Zion United Church of Christ, Millstadt, IL, as well as by the customs and practices of Zion United Church of Christ, Millstadt, IL, which include the right and responsibility of participation and leadership in the mission of Christ's church, the ecumenical church, and the community.

In extending this Call, the congregation understands that the pastor will have freedom of the pulpit in matters of faith and ethics according to the dictates of the Word of God, the work of the Holy Spirit, the traditions of Zion United Church of Christ, Millstadt, IL, and the realities of the world.

Believing that the cause and mission of Christ's church will be forwarded under your pastoral and spiritual leadership, we enter into this covenant agreement and commit ourselves to the following terms:

1. The church agrees to pay a cash salary of \$35,000 annually, payable in 24 equal \$1,458.33 installments, and to review the salary annually.
2. Housing: The church will provide and maintain a parsonage for your use and will pay all the cost of utilities and heat, and basic phone calls (not including any personal toll calls). In order to maintain the property, a semi-annual review of the condition of the parsonage will be made by the chairman of maintenance and the chairman of the parish relations committees. An annuity of \$250 per month will be paid each month that you reside in the parsonage to a qualified plan of your choice.

Or

The church agrees that upon 30 days written notice by the pastor, a housing allowance will be provided in lieu of the parsonage provided above. The housing allowance in the amount of 30% of the basic cash salary will commence on the first of the month after vacating the church parsonage as long as the principle residence is purchased within the Millstadt School District. The pastor will be responsible for all utilities, maintenance, taxes and all other expenses associated with the property. This allowance will be reviewed annually in accordance with

the salary review with the provision that this housing allowance cannot be less than the original amount stated above.

3. Total compensation will be defined as the basic cash salary plus the housing allowance or parsonage evaluated at 30% of the annual basic cash salary.
4. Annuity: The church will pay 14% of your total compensation as defined in #3 above to your chosen 401K plan.
5. The church agrees to pay an amount equal to 1.5% of the total compensation as defined in #3 above to meet the premiums for Disability/Life insurance.
6. The church will pay for your coverage under the UCC group medical and dental insurance plan, or for other comparable insurance for you and your dependents as arranged by mutual agreement in writing, up to a maximum of 20% of the total compensation as defined in #3 above.
7. The church agrees to pay the employer's share of FICA and Medicare tax.
8. The church agrees to pay the IRS allowable rate per mile for expenses incurred in the performance of your ministerial duties. This allowance does not apply to travel to and from your home to church.
9. The church agrees to give an annual vacation of 4 (four) weeks with full pay, earned at the rate of one week at the end of each quarter. The church will provide for pulpit supply during this period.
10. The church agrees to provide \$500.00 per year for continuing education for the pastor. Time off for such continuing education will be granted upon approval from the church council.
11. The church agrees to provide \$500.00 per year for books for the pastor's library.
12. The church agrees to pay moving expenses for you and your dependents from your current residence to Millstadt, Illinois including the cost of transportation, meals, and lodging for you and your family. Two (2) bids will be required for council approval.
13. The council agrees to meet with the pastor to discuss sabbatical leave after five years of service in this church. The precise time and plan of leave shall be by mutual agreement.
14. Disability: In case of disability because of illness or accident:
 - a. During the initial 90-day period, the pastor and family shall continue to receive the full basic cash salary and have full use of the parsonage or receive full housing allowance. The church shall continue to pay insurance premiums and the pastor's annuity for the initial 90-day period.
 - b. Agreement shall be reached between the church council, pastor and the family regarding the continued use of the parsonage following the initial 90-day period.
 - c. Disability insurance (see item #5 above) will become effective after 90 days.
15. Death: In case of the pastor's death, the spouse and/or family shall receive full salary for the current month plus any vacation time earned, plus three months, and with the provision of living in the parsonage or receiving a housing allowance for that three-month period. Further provisions may be made upon mutual agreement in writing only between the church council and the spouse and/or family.

16. Termination: It is mutually agreed that this pastoral relationship may be terminated by either the church or the pastor by giving 90 days written notice, or upon other terms mutually agreed upon in writing.
17. The terms of this Call shall be reviewed annually by the church council and/or the appropriate committee designated by the church council.

Trusting that the above terms are agreeable with you, we look forward to a significant and fruitful ministry within our church and promise you our wholehearted cooperation, love and prayers.

Welles R. Steyer
Signature of President of Church/Council

Nov 28 - 2004
Date

Having prayerfully considered the Call to Covenant with the members of Zion United Church of Christ, Millstadt, IL, I do accept this Call and the conditions included in it.

Danell Weber
Signature of Pastor - Elect

11-28-2004
Date

Pastor's Compensation Package

	Yearly	Quarterly	Monthly	Bi-Monthly	
Change the Salary in Cell B3, and all the other Cells will change. Note: \$38,246 is the 2009 Salary.					
1. Salary	\$ 38,246.00	\$ 9,561.50	\$ 3,187.17	\$ 1,593.58	
2. Housing	\$ 11,473.80	\$ 2,868.45	\$ 956.15	\$ 478.08	0.3 * Salary
3. Salary Basis	\$ 49,719.80	\$ 12,429.95	\$ 4,143.32	\$ 2,071.66	Salary + Housing
4. Annuity	\$ 6,960.77	\$ 1,740.19	\$ 580.06	\$ 290.03	0.14 * Salary Basis
5. Disability	\$ 745.80	\$ 186.45	\$ 62.15	\$ 31.07	0.015 * Salary Basis
Note: I don't have Disability Insurance, so Disability has been put into the Annuity since I arrived					
6. Medical/Dental Plan	\$ 9,943.96	\$ 2,485.99	\$ 828.66	\$ 414.33	0.2 * Salary Basis
Memorial Hosp. Plan	\$ 2,640.00	\$ 660.00	\$ 220.00	\$ 110.00	
7. FICA / Medicare Tax	\$ 3,803.56	\$ 950.89	\$ 316.96	\$ 158.48	0.0765 * Salary Basis
8. Mileage IRS Rate	\$ 0.55				\$0.55 per mile
9. Vacation					
4 weeks per year					
Starting 4/4/2005					
10. Continuing Ed.	\$ 500.00				
11. Books	\$ 500.00				
12. Moving Expenses					
13. Sabbatical Leave					
After 5 years					
Starting 4/4/2005					
14. Disability					See Contract
15. Death					See Contract
16. Termination					See Contract
17. Annual Review					