



A CALL

CATAWBA PRESBYTERY

**ASSOCIATE REFORMED PRESBYTERIAN
CHURCH**

WORLD WITNESS EMPLOYEE

We the officers and members of the Board of World Witness of the General Synod of the Associate Reformed Presbyterian Church being well satisfied with your ministerial qualifications, and confident that we have been led to you by the Holy Spirit as one whose ministry will be profitable to our spiritual interest, do earnestly call you _____ to undertake the call as _____ for World Witness. On the acceptance of this our call we promise you in the discharge of your duty all proper support, encouragement, and obedience in the Lord.

That you may devote yourself wholly to the Ministry of the Word as you begin your ministry on the ____ day of _____, 20____, we promise and obligate ourselves to:

1. Basic compensation: [Select a or b].
 - a. When a manse is provided
 - 1) Base Salary \$_____ Provide you with the free use of a manse with utilities, and insurance coverage, commonly called tenant homeowners, in an amount of not less than \$40,000 or an amount equal to the actual replacement value of the minister's owned contents.
 - 2) Travel allowance of \$_____
 - b. When a housing allowance is provided it may be divided to the best interest of the minister and shall provide
 - 1) Total Compensation of \$_____ which includes
 - a. Base Salary \$_____
 - b. Housing Allowance \$_____
 - c. Travel Allowance \$_____
2. Pay your moving expenses.
3. Pay into the Associate Reformed Presbyterian Retirement Plan Fund as prescribed by the General Synod.
4. Pay 100% of Synod's life, health and dental insurance for the pastor and his family, with the following proviso that if a minister's spouse has group insurance that covers her and/or their dependents for medical and/or dental insurance that it be permitted for the minister to participate and waive medical and/or dental insurance under the single rather than family category of insurance; and further, the pastor may also elect to remain under his wife's policy if he is covered as a dependent.

{Select a, b or c}

- a. ____ Provide Synod's life, and health and dental insurance package for the pastor and his family.
- b. ____ Pastor waives ____ medical and/or ____ dental coverage under Synod's group policy for his dependents who are covered under the spouse's group policy.

- c. _____ Pastor waives _____ medical and/or _____ dental coverage under Synod's group policy for himself and his dependents who are covered under the spouse's group policy.
5. The Board provides the cost of Life, Long Term Disability and Accidental Death coverage as provided by and required by the General Synod
6. _____ week[s] to be away for evangelistic or other church related meetings.
7. One week and expenses for continuing education
8. Review with you annually the adequacy of this compensation. As part of the review the Board shall be encouraged to consider an increase to the previous year's base compensation.
9. Grant you an annual vacation of _____ weeks.
10. Expenses for the meeting of General Synod.
11. Other [List each item]
12. In the event of total disability, as defined in the Synod's insurance program, we promise:
- a. _____ To continue **for a minimum of three months** the provisions of this call awaiting commencement of benefits from Synod's insurance program.
- b. _____ If you are residing in the manse, and during the month following the terms outlined in "a" above, to assist you in relocating and to contribute **a minimum of up to one month's base salary** toward your relocation expenses.
- c. _____ Other [Attach]
13. In the event you should die during the terms of this call, we promise:
- a. _____ To continue the provisions of this call dealing with annual salary, housing, and group insurance for your immediate family **for a minimum of three months.**
- b. _____ If you are residing in the manse, and during the month following the term outlined in "a" above, to assist your immediate family in relocating and/or contribute **a minimum of up to one month's base salary** toward these relocation expenses.
- c. _____ Other. [Attach]

In testimony whereof we have respectively subscribed our names this ____ day of _____
A. D. _____.

ALL OFFICIAL CALLS TO BOARD OF WORLD WITNESS POSITIONS MUST BE SIGNED BY:

All members of the Board of World Witness issuing the call

CONFIRMATION OF A CALL
CATAWBA PRESBYTERY

I, _____ having chaired the meeting of the Board of World Witness
held at _____ on _____ at
which a call was extended to _____, for
services as _____, certify that the call has been made
in all respects according to the Form of Government of the Associate Reformed Presbyterian
Church and the Rules of Procedure of Catawba Presbytery, and that the persons who signed the
call were members in regular standing of the above-mentioned Board.

Chairman of the Board Meeting

Date

OFFICIAL VOTE:

In Favor _____ Opposed _____

[illegible]