



UNITED EVANGELICAL CHURCH

(UNITED CHURCH OF CHRIST)

EAST AVENUE & DILLON STREET
BALTIMORE, MARYLAND 21224
CHURCH OFFICE
3200 DILLON STREET
BALTIMORE, MARYLAND 21224
PHONE: 276-0393

JOHN STEPHEN FAIR, PASTOR
PARSONAGE: 945 S. EAST AVENUE
BALTIMORE, MARYLAND 21224
PHONE: 276-0621

THE CALL TO A PASTOR

To the Reverend Robert M. Armstrong:

At a meeting of the Congregation of United Evangelical Church, United Church of Christ, of Baltimore, Maryland, duly called and regularly held pursuant to notice on the 29th day of July, 1990, your application for the position of Pastor of the Congregation was acted upon favorably. In accordance with instructions given to the Church Council by the Congregation, we do hereby unite in calling you to be the Pastor of our Congregation and affectionately urge upon you the acceptance of our Call.

The duties which will be required of you are those which usually pertain to the pastoral office and are specifically set forth in the Word of God and the Constitution and Bylaws of the United Evangelical Church, a copy of which has been furnished to you.

To encourage you in the discharge of the duties of this office, we promise you, on behalf of the Congregation, all proper attention, love and obedience in the Lord. In consideration of your service, and that you may be relieved of temporal cares as far as possible, the Congregation hereby does obligate itself to the following provisions for your needs:

A. Base Salary and Housing

1. To pay you a basic cash salary of \$22,000.00 per annum, paid in 24 regular installments annually, on the 15th and 30th of each month.
2. To provide and maintain a parsonage for your use, and to pay for all utilities therefor, including heat, electricity, water, sewer and church business telephone charges.
3. To pay for professional moving expenses of your personal furniture and possessions to the parsonage at South East Avenue and Dillon Street.



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B. Related Expenses and Insurance Benefits

1. To pay on your behalf an annual Federal Social Security offset presently equal to 7.65% of your salary, and to pay additional sums as this percentage may increase.
2. To pay an allowance against your professional automobile expenses of \$200.00 per month (\$2,400.00 per annum).
3. To pay your Ministers' Annuity Fund premium amounting to 14% of 130% of the amount of your basic cash salary.
4. To pay your and your wife's Health and Dental Insurance premium in full.
5. To pay your Family Protection Plan for Life and Disability Insurance, at the rate of 1% of 130% of basic cash salary.
6. To pay your United Church of Christ Group Life Insurance Premium.

C. Other Benefits and Support Services

1. To grant you an annual vacation of four (4) weeks, which shall include four Sundays, with full pay. The Congregation will provide the cost of pulpit supply during the period. You are to make arrangements for supply Pastor.
2. To grant to you one full day per week away from pastoral responsibilities. You are to notify the President of the Church Council and the Church Secretary as to what day. Emergencies may alter this schedule.
3. To permit you to retain personal honoraria received by you for baptisms, weddings, funerals and other services performed by you.



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4. To provide an opportunity for you to participate in continuing education events to be approved by the Church Council in advance.
5. To provide adequate secretarial support services.
6. To establish a mutually acceptable job description for your pastoral duties.
7. To review annually this Call with you, and to make such mutually agreeable adjustments thereto as may be determined, taking into consideration the cost of living, years of experience and expertise in handling pastoral responsibilities.
8. The Church Council will meet regularly (at least quarterly) with you, at mutually agreeable times, for counsel, support and review of your ongoing relationship with the Congregation.

This is to be effective as of the 19th day of August, 1990, at which time you shall enter upon the duties, responsibilities and privileges of your office. It is understood that if this relationship is to be terminated, 60 days prior written notice shall be given by the terminating party to the other, it being understood that either party may so end our relationship. We look forward to sharing a significant, fruitful and continuing ministry together, and promise you our wholehearted cooperation, love and prayers to this end.

In witness whereof, we have hereunto subscribed our names on behalf of the Congregation as of the 29th day of July, 1990.



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Having considered the provisions contained in this document, I hereby accept the Call.

United Evangelical Church

Robt M. Armstrong
Rev. Robert M. Armstrong

By: Ford C. Rowell
Ford C. Rowell,
President

By: Susan K. Rowell
Susan K. Rowell,
Recording Secretary

Reviewed and acknowledged
as of the date hereof.

mss-7/29/90