

Draft

United Evangelical Church,  
United Church of Christ

The Call to a Pastor

To the Reverend Robert M. Armstrong

At an election for Pastor Held by the Congregation of the United Evangelical Church United Church of Christ, of Baltimore, Maryland on the \_\_\_\_\_ day of July 1990 you were duly elected to that office. In accordance with the instructions given us, we the Church Council of the aforesaid Congregation do hereby unite in solemnly calling you to the pastoral office as above mentioned 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 of the United Church of Christ.

To encourage you in the discharge of the duties of this office, we promise you, in the name 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, we do obligate ourselves to the following provisions for your needs.

Pay for professional moving expenses.

Base Salary and Housing

Pay you a basic cash salary of \$22,000.00 per annum, paid in 24 regular installments (15th and 30th of each month).

Provide and maintain a parsonage for your use, and pay for utilities which shall include heat, electricity, water, sewer, and church business telephone charges.

Business Related Expenses and Services

Pay a social security offset in the percentage of 7.65% of your salary or employer's share of same if this % shall change.

Reimburse your professional automobile expense at \$200.00/month (\$2,400.00/annum)

Grant you an annual vacation of four weeks, which shall include four Sundays, with full pay; the church will pro-

vide cost of pulpit supply during the period. You are to make arrangements for supply Pastor.

Pay your Ministers Annuity Fund premium amounting to 14% of 130% of salary since parsonage is provided.

Pay your Health and Dental Insurance premium in full.

Pay your Health Insurance deductible.

Pay your Family Protection Plan for Life and Disability insurance. (1% of 130% of base salary)

Pay your Group Life Insurance (\$50.00 per year)

Expect you to take a minimum of one full day per week away from pastoral responsibilities. Notification to be given to President of Council and Church Secretary as to what day. Emergencies may alter this schedule.

Provide an opportunity for you to participate in continuing education events to be approved by Church Council in advance.

Provide adequate secretarial support services.

Annually review the financial sections of this call with you taking into consideration the cost of living, years of experience, and expertise in handling pastoral responsibilities.

The Church Council will meet regularly (at least quarterly) with you for counsel, support and review of your covenant with you.

Agree upon and establish a job description for pastoral duties with you. Personal honorariums received by you for baptisms, weddings, funerals and other services will be retained by you for use at your discretion.

---

This Call is to be effective as of the \_\_\_\_\_ of August, 1990. It is understood that when this relationship is terminated, 60 days notice shall be given either by the Pastor or the Congregation. This may be altered upon mutual agreement. We look forward to a significant and fruitful ministry in our church, and promise you our wholehearted cooperation, love and prayers to this end. In witness whereof, we have hereunto subscribed our names, this \_\_\_\_\_ day of July, 1990

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

---

Rev. Robert M. Armstrong  
Pastor, United Church of Christ

---

Rev. Dr. Thomas R. Hamilton  
Central Atlantic Conference,  
Chesapeake Association

---

Clarence Rowell  
President

---

Harvey C. Jacob  
Vice President

---

Louis Parker, Sr.  
Treasurer