

## THE CALL TO A PASTOR

To Catherine J. Oatman:

At a meeting of the congregation of the United Evangelical Church of Baltimore, Maryland, U.C.C., held on the 14<sup>th</sup> day of April, 2002, 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 devoutly urge upon you the acceptance of our Call.

In extending this Call, the Congregation understands that you, as Pastor, will have the 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 the United Church of Christ and the constitution and by-laws of The United Evangelical Church of Baltimore, Maryland.

The Council and Congregation of United Evangelical Church agrees to support you during your service as our Pastor through fervent prayer, loving positive criticism and faithful participation in the life of the church.

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 \$30,000 per annum, paid in 24 installments annually, on the 15<sup>th</sup> and the last day of each month.
2. To provide and maintain a parsonage for your use, and to pay for all utilities therefor, including heat, electricity, water and sewer and church business telephone charges. The Church will maintain exterior of Parsonage and provide major improvements, including repair and/or replacement of major appliances. You will be responsible for normal upkeep and cleanliness of interior.

3. To pay for the expenses incurred in the moving of your personal furniture and possessions to the Parsonage at 945 South East Ave., Baltimore, MD 21224.
4. To include in your semi-monthly pay installments a Federal Social Security offset, presently equal to 7.65% of your cash salary plus 30%. ( $30,000 \times 130\% = 39,000 \times 7.65\% = 2,983.50/24 = 124.31$ ).

#### B. Related Expenses and Insurance Benefits

1. To pay an allowance against your professional automobile expenses of \$200 per month (\$2,400 per annum).
2. To pay into your UCC Annuity Fund an amount equal to 14% of your salary base. Salary base defined as 130% of cash salary plus Social Security offset, if the Pastor lives in a Parsonage.
3. To pay the UCC Health Insurance Program Medical and Dental Insurance premiums in full.
4. To pay the 1% of salary base cost of the UCC Life Insurance and Disability Income Benefit Plan.
5. To pay the premium for your UCC Group Term Life Insurance.
6. To provide Tenant's Insurance coverage for your parsonage residence at 945 South East Ave.
7. To establish a Home Equity Fund, to be held in trust, for your benefit and pay into it monthly a sum to equal \$3,000 per annum.

#### C. Other Benefits and Support Services

1. To grant you an annual vacation of four (4) weeks 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.
3. To provide, to work under your direction and supervision, adequate secretarial support services.

4. To provide you with an opportunity to participate in continuing education events you will be given 1 week leave and up to \$1,000 annually. Events subject to prior approval by Church Council.
5. To reimburse you for the cost of books, periodicals and professional expenses up to the amount of \$200 per annum.
6. 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, experience and expertise in handling pastoral responsibilities.
7. The Pastoral Relations Committee will meet regularly (at least quarterly) with you, at mutually agreeable times, for counsel, support and review of your ongoing relationship with the Congregation.
8. It is acknowledged that the granting of sabbatical leave will be discussed after 5 years of service.

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This is to be effective as of the 6<sup>th</sup> day of May, 2002, 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 \_\_\_\_\_.

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

United Evangelical Church

\_\_\_\_\_  
Catherine J. Oatman

By: \_\_\_\_\_  
George K. Nassner  
President

By: \_\_\_\_\_  
Kristofer Orendorff  
Recording Secretary

Reviewed and acknowledged  
As of the date hereof.