

2026 Co-Pastor Proposed Terms of Call

Co-Pastor Lynne Clements

Salary	\$33,261
Housing Allowance	\$36,000
Total (Effective Salary):	\$69,261

Benefits

Half of Social Security	\$5,298
Major Medical Insurance (17.5%)	\$12,121
Pension Plan (8.5%)	\$5,887
Death/Disability Benefit (1.0%)	\$693
Temporary Disability (0.5%)	\$347
Dental and Vision	\$500
Total Benefits:	\$24,846

Reimbursed Church Expenses

Auto Travel	\$1,500
Continuing Education	\$1,500
Professional Books & Publications	\$500
Prof. Expenses	\$1,000
Total:	\$4,500

GRAND TOTAL: \$98,607

- Five weeks paid annual vacation
 - including five Sundays
- Two weeks paid study leave
 - including two Sundays
- Primary Parent Leave ¹ – eight weeks with full pay and benefits
- Support Parent Leave ¹ – three weeks full pay and benefits
- In event of total disability or death, three months salary and six months housing allowance ²
- A three-month sabbatical eligible beginning Nov. 16, 2029 ⁵ with subsequent three-month sabbaticals available after six years ³
- 12 weeks paid family medical leave ⁴

Co-Pastor Keith Phillips

Salary	\$54,261
Housing Allowance	\$15,000
Total (Effective Salary):	\$69,261

Benefits

Half of Social Security	\$5,298
Major Medical Insurance (17.5%)	\$12,121
Pension Plan (8.5%)	\$5,887
Death/Disability Benefit (1.0%)	\$693
Temporary Disability (0.5%)	\$347
Dental and Vision	\$500
Total Benefits:	\$24,846

Reimbursed Church Expenses

Auto Travel	\$1,500
Continuing Education	\$1,500
Professional Books & Publications	\$500
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GRAND TOTAL: \$98,607

- Five weeks paid annual vacation
 - including five Sundays
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 - including two Sundays
- Primary Parent Leave ¹ – eight weeks with full pay and benefits
- Support Parent Leave ¹ – three weeks full pay and benefits
- In event of total disability or death, three months salary and six months housing allowance ²
- A three-month sabbatical ³ at the end of six years (available Sept. 1, 2027)
- 12 weeks paid family medical leave ⁴

NOTES:

1 - Defined by the *Parental Leave Policy for the Presbytery of Shenandoah*

2 - Defined by the *Shenandoah Presbytery Salary Policy for Installed Positions & Certified Christian Educators*

3 - Defined by the *Sabbatical Leave Policy for Pastors & Certified Educators in Shenandoah Presbytery*

4 - Defined by the Book of Order (G-2.0804)

5 - Negotiated by Co-Pastor at time of call