

**Elizabeth Schultz**  
**Executive Presbyter Terms of Call**  
 To be voted on at Presbytery

**Annual Effective Salary**

Annual Cash Salary.....	\$72,000
Housing Allowance.....	\$25,000
Match by Elizabeth to 403(b)(9) retirement account.....	<u>\$3,000</u>
<b>TOTAL SALARY .....</b>	<b><u>\$100,000</u></b>

**Benefits—39% of additional benefits<sup>1</sup>**

Ministers Choice benefit Package.....	\$10,000
403(b)(9) retirement account .....	<u>\$29,000</u>
<b>TOTAL BENEFITS.....</b>	<b><u>\$39,000</u></b>

**Other**

Study Leave Time/Reimbursement <sup>2</sup> .....	2 weeks/\$3,000
Professional Expense Reimbursement (auto, books, other).....	\$3,000
Sick Leave (accumulative) <sup>3</sup> .....	14 days
Family Leave .....	12 weeks
Vacation Time <sup>4</sup> .....	4 weeks
Sabbatical <sup>5</sup> .....	After 5 years
Workers Compensation.....	Full Coverage

<sup>1</sup> Annual review of 39% benefit package to allow changes to this breakdown in future years.

<sup>2</sup> Study leave time and reimbursement may be accrued for no more than 3 years. May not be used at the end of employment.

<sup>3</sup> Maximum sick leave accrual is 90 days.

<sup>4</sup> Does not accumulate.

<sup>5</sup> Eligible for Sabbatical after five years of service, in consultation with Leadership Team.