

Compensation, Benefits, and Responsibilities

Pastor Allison Bengfort MDiv, MSW June 17, 2024 to June 31, 2025

Defined Compensation

Base Salary (includes housing allowance)	\$ 80,014
Social Security Offset (7.67% of base salary)	\$ 6,121
Total	\$ 86,135

Pension and Other Benefits

ELCA Pension at 12 % of defined compensation	\$10,336
ELCA Medical and Dental Insurance member only	

Expenses the Congregation will pay for the following related to the pastor's ministry*

Travel and mileage	\$ 0.671/mi
Professional expenses	\$2,000
Continuing education	\$2,500
Expenses for official meetings of the synod (e.g. Synod Assembly, Bishops Convo), as reimbursed.	

Agreement**

Vacation time of 20 days per year, including 4 Sundays.
Continuing Education time of 2 weeks per year
Up to two months of continued salary and contributions to the ELCA Pension and Other Benefits program in a 12-month period in the event that the pastor is physically or mentally disabled.
Maternity/Paternity or Adoptive Parent leave of 8 weeks with full salary, and other benefits.

Other Provisions

The five primary areas of activity or focus that the newly-called rostered minister will give special attention to during the first year of their ministry at this congregation:

1. Provide direction of Worship and Music Ministry and guidance for the hiring of a Minister of Music.
2. Stewardship - Guide the stewardship committee, participate in developing growth and stewardship as part of everyday ministry and serve on the St. Andrew Foundation Board.
3. Create an atmosphere of confidence and comfort with change by creating avenues of communication and transparency.
4. Prioritize engagement with the congregation, staff, council members, and committees, including fostering community among St. Andrew people in-person, online, and via Zoom.
5. Enlist, equip, and motivate leaders to carry out the work of the congregation.

The five ways that this congregation will support and encourage the rostered minister during the first year in order to help them accomplish these responsibilities:

* Consistent with expenses provided to Pastor Brocker.

** As designated in St. Andrew Lutheran Church Employee Handbook.

1. Support the pastor and the ministry of St. Andrew in prayer and Christian hospitality.
2. Establish a Mutual Ministry team to build trust and support with the pastor, and to encourage their continued growth, competence, and leadership for the community of faith.
3. Encourage the pastor in activities that will support their personal health and well-being, including uninterrupted Sabbath time.
4. Support the pastor, their work, and work of the congregation through our stewardship.
5. Help the pastor appreciate the vision, opportunities, and nature of St. Andrew.

* Consistent with expenses provided to Pastor Brocker.

** As designated in St. Andrew Lutheran Church Employee Handbook.