



Bob & Betty McCamis <bbmccamis@gmail.com>

RE: United Church Faith Profile

Bob & Betty McCamis <bbmccamis@gmail.com>
 To: bbmccamis@gmail.com

Mon, Jul 12, 2021 at 3:58 PM

----- Forwarded message -----

From: <rosskj@mymts.net>
 Date: Sun., May 23, 2021, 10:02 p.m.
 Subject: RE: United Church Faith Profile
 To: Bob & Betty McCamis <bbmccamis@gmail.com>, Karen Ross <rosskj@mts.net>

Sure,

The PCF is shown as being in Cost of Living Group 1 (on the United Church map) but these days we are more like a COL 2 so;

The base salary for a minister with 5 to 7 years of experience would be \$52,358 – \$55,014 since we do not have a manse this salary considers extra amount for housing and utilities. The total pastorate costs would be about \$70,000 including pension, benefits, optional insurance, pulpit supply and educational allowances. Below is a summary of our pastorate account expenses along with our total income and total expenses for 2016 to 2020 and our planned budget for 2021 as well as our total assets. This demonstrates we can meet the commitment to support a minister at the 5-7 years' experience level for the next three years.

	2021	2020	2019	2018	2017	2016
Pastorate Account						
Congregational Pension Assessment	\$5,179.92	\$5,184.96	\$8,254.32	\$5,011.92	\$4,856.25	\$4,856.25
Continuing Education Allowance	\$600.00	\$600.00	\$600.00	\$600.00	\$0.00	\$600.00
Employer CPP	\$2,997.48	\$2,898.00	\$2,748.90	\$2,559.12	\$2,509.68	\$2,470.08
Employer EI	\$1,245.36	\$1,198.90	\$1,204.31	\$1,213.28	\$1,170.67	\$1,337.06
Extended Health and Dental	\$4,592.00	\$4,502.00	\$4,414.00	\$4,327.00	\$4,318.00	\$4,308.00
Housing Allowance	\$9,000.00	\$9,000.00	\$9,000.00	\$9,000.00	\$9,000.00	\$9,000.00

Pulpit Supply - Education Leave	\$360.00	\$150.00	\$300.00	\$0.00	\$0.00	\$200.00
Pulpit Supply - Other	\$360.00	\$0.00	\$125.00	\$300.00	\$750.00	\$150.00
Pulpit Supply - Vacation Leave	\$540.00	\$950.00	\$300.00	\$0.00	\$450.00	\$200.00
Salary	\$58,500.00	\$56,075.54	\$56,199.96	\$55,188.23	\$54,200.04	\$53,400.00
Utilities	\$3,790.00	\$3,789.96	\$3,789.96	\$3,789.96	\$3,789.96	\$3,789.96
Total Pastorate Account	\$87,164.76	\$84,349.36	\$86,936.45	\$81,989.51	\$81,044.60	\$80,311.35
Total Income	\$ 109,148.23	\$ 105,315.81	\$ 111,485.63	\$ 111,298.26	\$ 103,210.00	\$ 107,787.44
Total Expenses	\$ 109,148.23	\$ 105,030.77	\$ 111,202.71	\$ 105,518.73	\$ 103,368.70	\$ 104,929.47
Total assets	\$257,484.46	\$259,234.19	\$238,162.43	\$149,106.49	\$148,310.54	\$79,575.18

From: Bob & Betty McCamis <bbmccamis@gmail.com>
 Sent: Sunday, April 25, 2021 4:09 PM
 To: Karen Ross <rosskj@mts.net>
 Subject: United Church Faith Profile

Having examined your current financial situation, you will want to examine the minister's salary schedule on the Minister's Salary Schedule and Cost of Living Groups page and work with your treasurer to determine the cost of ministry personnel at different increment categories. This will include salary, allowances, and employer contributions to government plans, pension, and benefits. Your treasurer will perhaps understand these tools more clearly than members of the search team.

- The United Church of Canada provides budgeting tools for treasurers for both ministry personnel and lay employees on the Budgeting Tools for Treasurers page.
- In addition to the employer costs noted in the tables in these United Church tools, there are employee and employer premiums for Employment Insurance and Canada Pension Plan. (Tables for these costs are available on the Canada Revenue Agency website.) Thinking about the Data You Have Collected

The covenant with a minister that you call is seen to be at least a three-year commitment. Show how you will be able to meet that commitment.

Karen,