

2026 Remuneration Agreement for Pastor

AN AGREEMENT Between the First Congregational Church of Fair Haven, VT UCC and the Pastor Jane LoBrutto. As of December 3rd, 2023, Pastor Jane LoBrutto has been called to serve as pastor of the church, and **this document shall continue along with the original call agreement and any covenants within the original call agreement.** Her employment shall be continued, effective October 1, 2026 to September 30, 2027. At the end of that period her contract will be reviewed.

The following benefits will be paid in:

2027

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| 1. | Salary (based on 2.5% COLA) | \$15,450.00 |
| 2. | Housing Equity (based on 2.5% COLA): | \$16,222.50 |
| 3. | Pension (14% of salary and housing equity) | \$ 4,434.15 |
| 4 . | <u>Medical Insurance Supplemental Allotment</u> | \$ 3,000.00 |
| | It will be reviewed each year. | |
| 6. | Professional Expenses (including vehicle expense. professional literature and continuing education) paid in a separate check each month in the amount of \$413.00 | \$ <u>4,960</u> |

TOTAL FINANCIAL PACKAGE

\$43,975.65

9. **Vacation:** Our church provides you four weeks of vacation time during each 12 months of service, including four Sundays. Vacation time will roll over from year to year, not to exceed 8 weeks. Vacation pay will be prorated upon termination.
10. **Continuing Education:** – Our church encourages and support your ongoing professional growth through participation in collegial learning groups (e.g. “clergy clusters” or communities of practice”) and in continuing education programs to strengthen your ministry among us. Therefore, we budget \$1,500 and two weeks paid leave (including two Sundays) for those opportunities and expenses
11. **Personal, Family and Sick Leave** –Leave time is available to you for special circumstances. We expect that you will communicate promptly with the Church Council should these circumstances arise and leave time be needed. In the event of your illness, we provide 12 days of sick leave per 12 months of service. Sick leave can accumulate up to 120 days across the years of your ministry with us, though accumulated sick leave is not payable upon termination. In the event of circumstances such as but not limited to the illness of a dependent, the death of a family member, or a personal crisis, we provide up to 5 days of personal leave per incident, not to exceed 10 days per 12 months of service. Personal leave does not accumulate. Sick time and personal leave are not meant to be utilized as additional vacation time. **I have 36 sick days accumulated over past three years.**
12. **Termination of Duties:** The Minister or the Board of Trustees will give at least 60 days’ notice of intent to terminate employment.