

AGEE, LAURA (PASTOR)
NEVADA, MISSOURI, FIRST PRESBYTERIAN (FULL TIME)

COMPENSATION	2021	2022
Annual Cash Salary		\$ 39,000.00
Housing allowance		\$ 16,000.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ -	\$ 55,000.00
Pension & Major Medical		\$ 20,350.00
ACCOUNTABLE REIMBURSEMENT PLAN		
Continuing Education Allowance		\$ 1,500.00
Automobile IRS RATE		\$ 500.00
Professional Expenses		\$ 500.00
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ -	\$ 77,850.00
Continuing Education Leave		2 weeks
Vacation Leave		4 weeks
	ACR*	Yes
	APR**	No

AGNEW, DR. WILLIAM (CRE)
CROCKER, MISSOURI, CROCKER PRESBYTERIAN

COMPENSATION	2021	2022
Annual Cash Salary	\$ 6,500.00	\$ 6,500.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 6,500.00	\$ 6,500.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
Continuing Education Allowance	\$ 1,500.00	\$ 1,500.00
Automobile IRS RATE	\$ 4,543.00	\$ 4,543.00
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 12,543.00	\$ 12,543.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes

ANDERSON, JOHN (CO-PASTOR - 75% PT.)
JOPLIN, MISSOURI, FIRST PRESBYTERIAN

COMPENSATION	2021	2022
Annual Cash Salary	\$ 40,000.00	\$ 41,200.00
Housing allowance	\$ 12,500.00	\$ 12,500.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 52,500.00	\$ 53,700.00
Pension & Major Medical	\$ 25,725.00	\$ 26,882.00
ACCOUNTABLE REIMBURSEMENT PLAN		
Continuing Education Allowance	\$ 1,500.00	\$ 1,500.00
Automobile IRS RATE	\$ 1,500.00	\$ 1,500.00
Professional Expenses	\$ 500.00	\$ 500.00
Social Security Tax supplemental Income	\$ 3,938.00	\$ 3,938.00
Medical deductible, coinsurance, dental		
Other:: Cell Phone	\$ 480.00	\$ 480.00
TOTAL COST TO CHURCH BUDGET	\$ 86,143.00	\$ 88,500.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes
Sabbatical Leave: according to policy		
Parental Leave: 8 week concurrent paid leave		

ANDERSON, KIRA (CO-PASTOR - 75% PT.)
JOPLIN, MISSOURI, FIRST PRESBYTERIAN

COMPENSATION	2021	2022
Annual Cash Salary	\$ 40,000.00	\$ 41,200.00
Housing allowance	\$ 12,500.00	\$ 12,500.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 52,500.00	\$ 53,700.00
Dental / Board of Pensions		\$ 1,162.00
ACCOUNTABLE REIMBURSEMENT PLAN		
Continuing Education Allowance	\$ 1,500.00	\$ 1,500.00
Automobile IRS RATE	\$ 1,500.00	\$ 1,500.00
Professional Expenses	\$ 500.00	\$ 500.00
Social Security Tax supplemental Income	\$ 3,938.00	\$ 3,938.00
Medical deductible, coinsurance, dental	\$ 1,161.00	
Other:: Cell Phone	\$ 480.00	\$ 480.00
TOTAL COST TO CHURCH BUDGET	\$ 61,579.00	\$ 62,780.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes
Sabbatical Leave: according to policy		
Parental Leave: 12 week concurrent paid leave		

BARTELS, ROBERT (SUPPLY)

GREENFIELD, MISSOURI, EBENEZER PRESBYTERIAN

COMPENSATION	2021	2022
Annual Cash Salary	\$ 9,000.00	\$ 10,400.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		\$ 1,802.12
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 9,000.00	\$ 12,202.12
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		
Automobile	\$ 1,301.52	
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 10,301.52	\$ 12,202.12
Continuing Education Leave		
Vacation Leave		
	ACR*	Yes Yes
	APR**	Yes Yes

CHERRY, CLANCY (CRE - (PT. 25% time)

HOLLISTER, MISSOURI, HOLLISTER PRESBYTERIAN

COMPENSATION	2021	2022
Annual Cash Salary	\$ 12,000.00	\$ 12,000.00
Housing allowance	\$ 2,500.00	\$ 2,500.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 14,500.00	\$ 14,500.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 750.00	\$ 1,500.00
Automobile	\$ 1,000.00	\$ 750.00
Professional Expenses	\$ 200.00	\$ 500.00
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental	\$ 1,500.00	\$ 1,500.00
Other:	\$ 600.00	
TOTAL COST TO CHURCH BUDGET	\$ 18,550.00	\$ 18,750.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes Yes
	APR**	No No

CHOI, SHELLA (SUPPLY)

ERIE, KANSAS, FEDERATED PRESBYTERIAN

COMPENSATION	2021	2022
Annual Cash Salary	unavailable	unavailable
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	unavailable	
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	unavailable	
Continuing Education Leave		
Vacation Leave		
	ACR*	
	APR**	

COOKE, DIANE (STATED SUPPLY)

MOUNTAIN VIEW, MISSOURI, FIRST PRESBYTERIAN (PT. 50%)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 20,500.00	\$ 20,500.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other: Social Security & taxes		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 20,500.00	\$ 20,500.00
Pension & Major Medical	\$ 7,585.00	\$ 7,585.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile		
Professional Expenses		
Social Security Tax supplemental Income	\$ 1,263.24	\$ 1,263.24
Medical deductible, coinsurance, dental	\$ 295.44	\$ 295.44
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 31,143.68	\$ 31,143.68
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes Yes
	APR**	Yes Yes

COOKE, DIANE (STATED SUPPLY)

WILLOW SPIRNGS, MISSOURI, WILLOW SPRINGS PRESBYTERIAN (PT. 25%)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 15,000.00	\$ 15,000.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:: Social Security and taxes	\$ 1,147.50	\$ 1,147.50
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 16,147.50	\$ 16,147.50
Pension & Major Medical	\$ 9,958.00	\$ 5,974.58
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 27,605.50	\$ 23,622.08
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes

CORMACK, JACK (SUPPLY PASTOR)

SPRINGFIELD, MO GIBSON CHAPEL PRESBYTERIAN

COMPENSATION	2021	2022
Annual Cash Salary	\$ 7,200.00	\$ 7,200.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 7,200.00	\$ 7,200.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		
Automobile @ IRS RATE		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 7,200.00	\$ 7,200.00
Continuing Education Leave	2 weeks	
Vacation Leave	4 weeks	
	ACR*	Yes
	APR**	No

CORMACK, JACK (PASTOR)

SPRINGFIELD, MO HILLCREST PRESBYTERIAN (FT.)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 22,000.00	\$ 24,625.00
Housing allowance	\$ 22,000.00	\$ 24,625.00
Deferred Income		\$ 500.00
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 44,000.00	\$ 49,750.00
Pension & Major Medical	\$ 16,280.00	\$ 17,354.65
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile / @ IRS rate		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental	\$ 750.00	\$ 750.00
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 62,530.00	\$ 69,354.65
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes

CREWS, JOE

ASH GROVE, MISSOURI, UNITED METHODIST-PRESBYTERIAN

COMPENSATION	2021	2022
Annual Cash Salary	\$ 23,393.00	\$ 25,430.00
Housing allowance	\$ 10,000.00	\$ 10,000.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 33,393.00	\$ 35,430.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 33,393.00	\$ 35,430.00
Continuing Education Leave		
Vacation Leave		
	ACR*	
	APR**	

CUTHERBERTSON, BOB (CRE)

MULBERRY, KANSAS, UNITED PRESBYTERIAN (PT 30%)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 10,972.00	\$ 10,972.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		\$ 5,486.00
TOTAL EFFECTIVE SALARY	\$ 10,972.00	\$ 16,458.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		\$ 1,500.00
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 10,972.00	\$ 17,958.00
Continuing Education Leave	\$ 422.00	2 weeks
Vacation Leave	\$ 844.00	4 weeks
	ACR*	Yes
	APR**	Yes

DAHLGREN, ROBERT (PASTOR)

WEST PLAINS, MISSOURI, FIRST PRESBYTERIAN (FT)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 34,351.76	\$ 34,035.56
Housing allowance	\$ 20,000.00	\$ 26,000.00
Deferred Income		
Supplemental Death & Vision w/ Board of Pensions	\$ 555.96	\$ 964.44
Other:	\$ 92.28	
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 55,000.00	\$ 61,000.00
Pension & Major Medical	\$ 20,350.00	\$ 22,570.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile	\$ 1,500.00	\$ 1,500.00
Professional Expenses	\$ 1,000.00	\$ 1,000.00
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 79,350.00	\$ 87,570.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	No

DAVIS, DANIEL (PASTOR)

IOLA, KANSAS, FIRST PRESBYTERIAN (FT)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 32,000.00	\$ 35,973.00
Housing allowance	\$ 2,400.00	\$ 2,400.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse	\$ 13,200.00	\$ 13,200.00
TOTAL EFFECTIVE SALARY	\$ 47,600.00	\$ 51,573.00
Pension & Major Medical	\$ 17,612.00	\$ 19,082.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 2,000.00	\$ 2,000.00
Automobile	\$ 3,000.00	\$ 3,000.00
Professional Expenses	\$ 1,300.00	\$ 1,300.00
Social Security Tax supplemental Income	\$ 3,943.00	\$ 3,943.00
Medical deductible, coinsurance, dental	\$ 891.24	\$ 891.24
Other: One time moving expense		
TOTAL COST TO CHURCH BUDGET	\$ 76,346.24	\$ 81,789.24
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes

DAWSON, JENNIFER (PASTOR)

PARSONS, KANSAS, FIRST PRESBYTERIAN (FT)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 39,267.00	\$ 41,427.00
Housing allowance	\$ 12,000.00	\$ 12,000.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 51,267.00	\$ 53,427.00
Pension & Major Medical	\$ 18,965.00	\$ 19,768.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile	\$ 2,436.00	\$ 2,400.00
Professional Expenses	\$ 1,100.00	\$ 1,100.00
Social Security Tax supplemental Income	\$ 4,233.00	\$ 4,466.00
Medical deductible, coinsurance, dental		
Other:	\$ 500.00	\$ 500.00
TOTAL COST TO CHURCH BUDGET	\$ 80,001.00	\$ 83,161.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes

GANTT, LARRY (STATED SUPPLY)

BAXTER SPRINGS, KANSAS, FIRST PRESBYTERIAN (PT 25%)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 18,000.00	\$ 18,000.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 18,000.00	\$ 18,000.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,000.00	\$ 1,000.00
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 19,000.00	\$ 19,000.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes
		No

GROOTE, MARVIN (STATED SUPPLY)

SPRINGFIELD, MO, SOUTHMINSTER PRESBYTERIAN

COMPENSATION	2021	2022
Annual Cash Salary	\$ 6,000.00	
Housing allowance	\$ 12,000.00	\$ 6,600.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 18,000.00	\$ 6,600.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 500.00	\$ 1,500.00
Automobile	\$ 5,500.00	\$ 5,596.00
Professional Expenses & Automobile expense		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 24,000.00	\$ 13,696.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	session approval
	ACR*	
	APR**	

HILL, DALE (CRE PASTOR)

STOCKTON, MISSOURI, (PT. 33%)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 21,000.00	\$ 21,424.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 21,000.00	\$ 21,424.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 22,500.00	\$ 22,924.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes

HUFFSTETLER, JANE (STATED SUPPLY)

CRANE, MISSOURI,

COMPENSATION	2021	2022
Annual Cash Salary		\$ 13,000.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ -	\$ 13,000.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		
Automobile @ IRS rate		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ -	\$ 13,000.00
Continuing Education Leave		
Vacation Leave		
	ACR*	
	APR**	

IANNUCILLI, CHRISTINE (STATED SUPPLY)

GOLDEN CITY, MISSOURI, FIRST PRESBYTERIAN (PT. 25%)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 7,950.00	
Housing allowance		\$ 9,100.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 7,950.00	\$ 9,100.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		\$ 75.00
Automobile // IRS rate		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 7,950.00	\$ 9,175.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes

KICK, BETH STATED CLERK

JOHN CALVIN PRESBYTERY (10 - 15 hour week)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 20,030.00	\$ 20,831.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 20,030.00	\$ 20,831.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile		
Professional Expenses / Travel	\$ 6,000.00	\$ 6,000.00
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
CELL PHONE / TECHNOLOGY	\$ 1,200.00	\$ 1,200.00
TOTAL COST TO CHURCH BUDGET	\$ 28,730.00	\$ 29,531.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	
	APR**	

LeBLANC, FRANK (Transitional Pastor)

FORSYTH, MISSOURI, FIRST PRESBYTERIAN (PT. 50%)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 30,000.00	\$ 30,000.00
Housing allowance	\$ 20,000.00	\$ 20,000.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 50,000.00	\$ 50,000.00
Pension & Major Medical	\$ 18,500.00	\$ 18,500.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile	\$ 2,500.00	\$ 2,500.00
Professional Expenses / Travel	\$ 1,500.00	\$ 1,500.00
Social Security Tax supplemental Income	\$ 3,825.00	\$ 3,000.00
Medical deductible, coinsurance, dental		
CELL PHONE / TECHNOLOGY		
TOTAL COST TO CHURCH BUDGET	\$ 77,825.00	\$ 77,000.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	No

LEE, DANIEL S. (PASTOR) (PT. 1/2 TIME)

WILLARD-MT. ZION, WILLARD, MISSOURI

COMPENSATION	2021	2022
Annual Cash Salary		\$ 15,600.00
Housing allowance		\$ 14,400.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ -	\$ 30,000.00
Pension & Major Medical		\$ 11,100.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		\$ 1,500.00
Automobile		\$ 500.00
Professional Expenses / Travel		\$ 300.00
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other: Moving Expenses		\$ 3,000.00
TOTAL COST TO CHURCH BUDGET	\$ -	\$ 46,400.00
Continuing Education Leave		2 weeks
Vacation Leave		4 weeks
	ACR*	Yes
	APR**	N/A

the congregation agrees additional eight Sundays away from the pulpit
 first 3 Sundays paid-church budget, remaining 5 alternately by budget & pastor

LEE, WILLIAM (PASTOR) (FT.)

NEOSHO, MISSOURI, FIRST PRESBYTERIAN

COMPENSATION	2021	2022
Annual Cash Salary	\$ 44,000.00	\$ 44,000.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc	\$ 200.00	\$ 200.00
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 44,200.00	\$ 44,200.00
Pension & Major Medical	\$ 16,280.00	\$ 16,280.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		\$ 1,500.00
Automobile	\$ 3,000.00	\$ 800.00
Professional Expenses	\$ 1,500.00	\$ 1,000.00
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental	\$ 1,632.00	\$ 1,632.00
Other: CELL PHON AND PHONE PLAN	\$ 1,400.00	\$ 1,400.00
TOTAL COST TO CHURCH BUDGET	\$ 68,012.00	\$ 66,812.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	No

MERCER, JULIE (STATED SUPPLY)

MT. VERNON FIRSTPRESBYTERIAN, (PT 25% time)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 14,498.40	
Housing allowance		\$ 14,577.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc	\$ 500.00	
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 14,998.40	\$ 14,577.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other: 403B match/ not exceeding 2,000.00		
TOTAL COST TO CHURCH BUDGET	\$ 14,998.40	\$ 14,577.00
Continuing Education Leave		2 weeks
Vacation Leave/ 2022-4weeks plus 5th Sundays		
	ACR*	Yes
	APR**	Yes

MILLER, CHRISTOPHER (PASTOR)

SPRINGFIELD MISSOURI, TRINITY PCUSA, (FULL TIME)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 38,950.00	\$ 43,831.00
Housing allowance	\$ 12,500.00	\$ 12,500.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other: Pastor's Contribution to 403b retirement plan	\$ 2,400.00	
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 53,850.00	\$ 56,331.00
Pension & Major Medical plus dental & vision	\$ 21,649.10	\$ 22,567.07
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 2,000.00	\$ 2,500.00
Automobile	\$ 1,500.00	\$ 1,750.00
Professional Expenses	\$ 1,500.00	\$ 1,500.00
Social Security Tax supplemental Income	\$ 4,100.00	\$ 4,300.00
Medical deductible, coinsurance, dental	\$ 2,000.00	\$ 2,000.00
Other: Trinity's 403b matching contribution	\$ 2,400.00	\$ 2,400.00
Other:: Childcard reimbursement	\$ 500.00	\$ 2,000.00
TOTAL COST TO CHURCH BUDGET	\$ 89,499.10	\$ 95,348.07
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave: plus up to 1 week carry over	5 weeks	4 weeks
if not used and 6 holidays		
	ACR*	Yes
	APR**	Yes

OSTER, TIMOTHY (CRE)

JOPLIN, MISSOURI, BETHANY PRESBYTERIAN (PT)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 15,000.00	\$ 15,600.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 15,000.00	\$ 15,600.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile	\$ 400.00	\$ 400.00
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 16,900.00	\$ 17,500.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes

PULLEYKING, MICKI (PASTOR - PT. 75%)
 SPRINGFIELD, MISSOURI, WESTMINSTER PRESBYTERIAN

COMPENSATION	2021	2022
Annual Cash Salary	\$ 18,300.00	\$ 22,532.00
Housing allowance	\$ 28,040.00	\$ 28,996.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 46,340.00	\$ 51,528.00
Pension & Major Medical	\$ 7,392.00	\$ 7,766.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 2,000.00
Automobile / at IRS rate		\$ 1,200.00
Professional Expenses	\$ 2,143.00	\$ 1,443.00
Social Security Tax supplemental Income	\$ 3,545.00	\$ 3,942.00
Medical deductible, coinsurance, dental	\$ 8,500.00	\$ 10,000.00
Other: Cell phone	\$ 1,200.00	\$ 1,200.00
TOTAL COST TO CHURCH BUDGET	\$ 70,620.00	\$ 79,079.00
Continuing Education Leave	2 weeks	4 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes
SABBATICAL LEAVE - SUMMER 2024		

ROBERTS, MATTHEW (STATED SUPPLY)
 SPRINGFIELD, MISSOURI, WOODLAND HEIGHTS (PT, 3/8 full- time)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 18,000.00	\$ 18,900.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 18,000.00	\$ 18,900.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile / at IRS rate		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 19,500.00	\$ 20,400.00
Continuing Education Leave		2 weeks
Vacation Leave/ maybe cumulative/session approval		4 weeks
	ACR*	Yes
	APR**	Yes

SCHWANDT, BECKY (SUPPLY PASTOR - PT. 25%)
 MT. VERNON, OZARK PRAIRIE

COMPENSATION	2021	2022
Annual Cash Salary		
Housing allowance	\$ 18,200.00	\$ 18,200.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc	\$ 100.00	\$ 100.00
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 18,300.00	\$ 18,300.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 19,800.00	\$ 19,800.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes

SCHWANDT, BECKY (PASTOR - PT. 50%)
 OZARK, MISSOURI, OZARK PRESBYTERIAN

COMPENSATION	2021	2022
Annual Cash Salary	\$ 21,875.00	\$ 21,875.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 21,875.00	\$ 21,875.00
Pension & Major Medical	\$ 13,680.00	\$ 13,680.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile	\$ 500.00	\$ 650.00
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 37,555.00	\$ 37,705.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	Yes

SPENCER, CHARLES (STATED SUPPLY)

WEBB CITY, MISSOURI, FIRST PRESBYTERIAN (PT. 50%)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 4,260.00	\$ 5,100.00
Housing allowance	\$ 6,000.00	\$ 7,200.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 10,260.00	\$ 12,300.00
Pension & Major Medical	\$ 12,503.00	\$ 12,504.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 2,000.00	\$ 2,000.00
Automobile	\$ 150.00	\$ 150.00
Professional Expenses	\$ 500.00	
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 25,413.00	\$ 26,954.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	Yes
	APR**	No

SPENCER, MALINDA (EXECUTIVE PRESBYTER)

JCP PASTORAL PRESBYTER (32 hours weekly)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 56,710.00	\$ 58,978.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 56,710.00	\$ 58,978.00
Board of Pensions medical	\$ 11,000.00	\$ 11,000.00
Board of Pensions death & disability	\$ 5,387.45	\$ 5,603.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 3,000.00	\$ 3,000.00
Automobile		
Professional Expenses / travel	\$ 12,000.00	\$ 12,000.00
Presbytery Leadership Foundation	\$ 3,000.00	\$ 3,000.00
Medical deductible, coinsurance, dental		
Other: CELL	\$ 1,200.00	\$ 1,200.00
TOTAL COST TO CHURCH BUDGET	\$ 92,297.45	\$ 94,781.00
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	4 weeks	4 weeks
	ACR*	
	APR**	

TRAW, STEVEN (STATED SUPPLY)

CARLYLE, KANSAS, CARLYLE PRESBYTERIAN

COMPENSATION	2021	2022
Annual Cash Salary	\$ 11,700.00	\$ 11,700.00
Housing allowance		
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 11,700.00	\$ 11,700.00
Pension & Major Medical		
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance		
Automobile		
Professional Expenses		
Social Security Tax supplemental Income		
Medical deductible, coinsurance, dental		
Other:		
TOTAL COST TO CHURCH BUDGET	\$ 11,700.00	\$ 11,700.00
Continuing Education Leave		
Vacation Leave	\$ 900.00	\$900.00
	ACR*	Yes
	APR**	No

WOBBEMA, PEGGY (PASTOR)

SHELL KNOB, MISSOURI, TRINITY PRESBYTERIAN (FT)

COMPENSATION	2021	2022
Annual Cash Salary	\$ 36,500.00	\$ 38,500.00
Housing allowance	\$ 17,000.00	\$ 17,000.00
Deferred Income		
Bonuses, lump sum allowances, gifts, etc		
Other:		
Fair Rental value of Manse		
TOTAL EFFECTIVE SALARY	\$ 53,500.00	\$ 55,500.00
Pension & Major Medical	\$ 19,975.00	\$ 20,535.00
ACCOUNTABLE REIMBURSEMENT PLAN		
CE Allowance	\$ 1,500.00	\$ 1,500.00
Automobile	\$ 6,000.00	\$ 4,000.00
Professional Expenses	\$ 1,000.00	\$ 1,000.00
Social Security Tax supplemental Income	\$ 4,093.00	\$ 4,245.75
Medical deductible, coinsurance, dental		
Other: Phone	\$ 1,360.00	
TOTAL COST TO CHURCH BUDGET	\$ 87,428.00	\$ 86,780.75
Continuing Education Leave	2 weeks	2 weeks
Vacation Leave	5 weeks	5 weeks
	ACR*	Yes
	APR**	Yes

* ACR - Adequacy of Compensation reviewed by Session with Minister

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