



LETTER OF CALL AGREEMENT April 15, 2020

Prepared For: Jerri Lynn Handy

We are pleased to announce that the First Christian Church, Eugene, Oregon, 97401, in a Board of Directors meeting on January 17, 2021, has voted to extend your call as its Interim Co-Pastor, until October 31, 2021.

In accordance with our previously agreed upon and mutual understanding, the following items are formally affirmed:

1. Beginning date of this extension to your current call is May 1, 2021.

2. Minister's Compensation:

Employee type	Salary/Eligible for overtime	
Job title	Minister/Co-Pastor	
Wage	\$29,676.00 per Year	
Reimbursement #1	Minister housing allowance	\$1,107.69 per paycheck
Reimbursement #2	FICA Offset	\$172.15 per paycheck
Reimbursement #3	Health reimbursement arrangement	\$25.97 per paycheck

3. Health Insurance provided as outlined in the budget.

4. Benefits:

Pension Plan: 14% paid into the Pension Fund of the Christian Church.

Church pays the Social Security Offset required

5. Rest and Renewal:

Vacation Time: 4 weeks including Sundays based on 12 months service.

Sick Leave: 1 day per month, accumulative

Parental/Family Leave: Since this is an interim ministry this item is negotiable.



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6. Beyond the congregation:

As a part of the congregation's ministry the congregation expects the pastor to participate in wider church and community leadership responsibilities within reasonable limits of time.

Board Mod. Initial

Pastor's Initial

8. Reimbursement of expenses incurred in service to the church:

Auto, Assemblies, Materials, etc., as outlined in the budget.

9. Copyright Agreement

The default under the law is that works prepared by the pastor within the scope of their employment (called "works for hire" in copyright law)-such as sermons and liturgies-become the property of the church. By including the following copyright agreement language, a church gives up those rights but has a license to use the copyrighted works with the consent of the pastor.

Church and minister acknowledge that sermons and other original written and spoken theological reflections authored by minister (collectively, "The works") are ecclesiastical events and moments which are the product of deeply personal spiritual reflection, prayer, and discernment by minister. Church and minister agree that regardless of when and where such reflections, prayer, discernment, and preparation of the works, occur, whether or not on church premises or using church facilities and whether or not during regular church hours of operation, the content of such works remain personal to minister, with minister retaining all ownership, copyright, and other legal interests in such works and having unfettered benefits that may attend thereto. Church and minister do not intend for this acknowledgment and agreement to constitute the conveyance by church to minister of either a taxable or tax-free excess benefit, but rather to reflect the ecclesiastical reality of the formation and ownership of these works. In consideration of minister's employment by church, minister hereby grants to church an irrevocable, non-exclusive, worldwide, sub license-able transferable, and royalty-free license to use, reproduce, distribute, create derivative works of, publicly perform and publicly display such works (whether solely or jointly with others) in any media now known or hereafter known. Such license shall continue in effect (1) while minister is employed by church and (II) thereafter, with the consent of minister, which consent of minister will not be unreasonably withheld or delayed. In no event shall use of such works by church be for purposes of its commercial gain; provided, that such use in the ordinary course of church's stewardship campaign shall not be considered a prohibited use for commercial gain. Church and minister agree at this time to amend the terms of the agreement regarding such works at any time and in any manner as minister in her sole discretion deems advisable to better and more fully reflect the intent of the parties expressed herein.



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10. It is understood that all items in this agreement will be reviewed at least annually by the Personnel Committee or other appropriate bodies.
11. The dissolution of this relationship shall require 6 weeks' notice by either party. This maybe modified however, by later mutual agreement.

Signatures

Richard Lauer

Jerri Lynn Handy

Chair, Transition Team

Minister being Called

Amy Metzger

Board Co-Moderator

Date