

## TEMPORARY SUPPLY PASTOR COVENANT

The following is an agreement among:

- 1) The Session of \_\_\_\_\_ Presbyterian Church of \_\_\_\_\_
- 2) The Reverend \_\_\_\_\_ and
- 3) Heartland Presbytery.

### TERM

This covenant is for the purpose of providing Temporary Supply Pastoral services to the church for a period of \_\_\_\_\_ beginning \_\_\_\_\_.

### TITLE

The Reverend \_\_\_\_\_ will be the Temporary Supply Pastor of \_\_\_\_\_ Presbyterian Church.

### ACCOUNTABILITY

The Temporary Supply Pastor is accountable to the Presbytery, through the Commission Ministry, and to the Session through the appropriate committee.

### EXPECTATIONS OF THE STATED/TEMPORARY SUPPLY PASTOR

1. Will be an active member of Heartland Presbytery.
2. Will serve as Moderator of Session.
3. Will carry out the following specific responsibilities:
  - a. Worship Leadership: Will provide regular preaching and worship leadership and special worship responsibilities as follows:
    1. Special Lenten Services, Advent service, and others as designated by the Session.
    2. Will officiate at weddings and funerals, and administer the sacraments as agreed with the Session.
  - b. Pastoral Care: Will provide pastoral care for the congregation including hospital and home visitation in crises, and counseling as negotiated with individual and families.
  - c. Administrative Leadership: Will be head of staff. Will provide, with the Session, organizational oversight for the work of the church. Will assist boards and committees in carrying out their assigned tasks.

### EXPECTATIONS OF THE SESSION

1. Will provide collegial support and consultation in working with the pastor and the Presbytery.
2. Will review the pastor's work through the appropriate committee at least annually.
3. Will provide reasonable time as needed to allow the pastor to fulfill responsibilities in the larger church.
4. Will review this contract with the pastor for changes and renewal by \_\_\_\_\_ (date at least 60 days prior to the end of the contract).
5. Will provide compensation to the pastor as set out below.

**EXPECTATIONS OF THE PRESBYTERY**

- 1. Will provide support and consultative services to the pastor through the Commission on Ministry.
- 2. Will assist the session and the pastor with emerging needs through the committees and divisions of Presbytery.

**MUTUAL EXPECTATIONS**

Provide spiritual support to one another as member of the family of Christ.

**FINANCIAL AND TIME PROVISIONS**

This contract employs the services temporary supply pastor on a full time basis/ \_\_\_\_\_% of full time. Compensation, allowances and other terms are as follows:

Salary: \$ \_\_\_\_\_ annually  
 Housing/Utilities \$ \_\_\_\_\_ annually  
 Travel Reimbursement (up to a maximum of \$ \_\_\_\_\_/year  
 Continuing Education \$ \_\_\_\_\_

Full participation in PC(USA) pension/insurance (if working at least 20 hours/week)

- 1. Full medical, pension, death and disability with Board of Pensions (PCUSA) at 37% (Pastoral Plan) Yes \_\_\_ No \_\_\_
- 2. Check here if the Temporary Supply is in the Board of Pensions Menu Plan: \_\_\_\_\_

Study Leave: 2 weeks (including 2 Sundays)  
 Vacation: 4 weeks (including 4 Sundays)

**1. Provisions for termination include:**

- a. This agreement may be terminated by the Session with 30 days' notice. Failure by the Session to vote to extend the contract prior to 60 days from its expiration or notice of non-renewal of the contract shall be considered notice of termination.
- b. If the Session votes to terminate the contract, vacation and study leave compensation if accrued, are to be paid in full at time of termination.
- c. The contract may be terminated by the Temporary Supply Pastor with 30 days' notice, and payment beyond the 30-day period will be forfeited.
- d. Should the Pastor retire at the termination of this contract, all salary and allowances cease on the date of termination.

**2. This contract shall not be terminated by either party for reasons other than the expiration of the term of this contract without the advance approval of the Commission on Ministry.**

\_\_\_\_\_  
 Temporary Supply Pastor                      Date                      Clerk of Session                      Date

\_\_\_\_\_  
 Chair, Commission on Ministry                      Date