**COMMISSIONED PASTOR COVENANT**

**Between \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (church/city), and Homestead Presbytery**

**Effective Dates: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ - \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

 *Starting Ending*

The Commissioned Pastor supply pastor (mark appropriate response):

 \_\_\_\_\_ Will \_\_\_\_\_ Will not serve as moderator of session

 \_\_\_\_\_ Will \_\_\_\_\_ Will not serve as head of staff

 \_\_\_\_\_ Will \_\_\_\_\_ Will not officiate at sacraments

**Position Description:**

The position description for this position is attached to this covenant (see *Guidelines for* *Session Personnel Committees* for more information on writing position descriptions).

The goals for this relationship, approved by session and the Committee on Ministry are as follows:

**Annual Review and Renewal**

The session and COM of the presbytery will conduct a review with the commissioned pastor eachyear as well as before considering renewal of the covenant. Goals and terms may be revised at that time. Renewal of the covenant requires approval by the Committee on Ministry.

**Pastoral Search:**

If the church, with COM approval, begins a search for a new pastor, the commissioned pastor may not be considered as prospective candidate, and may not be involved in the pastoral nominating process.

**Terms:**

This agreement is for not more than 3 years. This agreement may be ended by the session upon 30 days written notice. The commissioned pastor may end the agreement with 30 days written notice and a forfeiture of any payment beyond the 30 day period.

The commissioned pastor is employed on a 40 hour per week basis:

\_\_\_\_\_ full time \_\_\_\_\_ part time (indicate percentage of time)

Compensation, to be reviewed annually, is as follows:

Effective salary

* Cash Salary $\_\_\_\_\_\_\_\_
* Deferred Compensation $\_\_\_\_\_\_\_\_
* Other allowances $\_\_\_\_\_\_\_\_

Total $\_\_\_\_\_\_\_\_

Reimbursable expenses (by voucher)

* Automobile expense (IRS Rate) $\_\_\_\_\_\_\_\_
* Business/professional expenses $\_\_\_\_\_\_\_\_
* Continuing Education $\_\_\_\_\_\_\_\_
* Other allowances $\_\_\_\_\_\_\_\_

Paid Vacation \_\_\_\_\_\_\_\_\_\_\_\_\_\_ (minimum of 22 working days & 4 Sundays)

Vacation time accrues per pay period. Unused, accrued vacation will be due to the commissioned pastor in event this agreement is terminated or expires.

Paid Continuing Education \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ including Sundays (minimum of 2 weeks)

Continuing Education time and dollars accrues per pay period. Unused, accrued continuing education time or dollars are canceled at the termination of this agreement.

Homestead Presbytery minimum for continuing education is $500 and 2 weeks including Sundays. The money and the time can be carried over for 3 years, including into a renewal of the commissioned pastor covenant.

Assigned Mentor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Moderator of Session, if not Commissioned Pastor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Adopted by Session \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Date*

**Signatures**:

Clerk of Session \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Commissioned Pastor \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Mentor \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Committee on Ministry \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_