

**PRESBYTERY OF BLACKHAWK COVENANT FOR:
TEMPORARY SUPPLY, INTERIM & COMMISSIONED PASTORAL RELATIONSHIPS**
(This form shall not be used for Installed Minister of Word and Sacrament Pastors)

PARTIES OF THE COVENANT

Church Name: _____ Town: _____

Pastor Name: _____ Denomination Membership*: _____

*If a PC(USA) pastor, Presbytery of Membership: _____

This covenant is for the church session relationship with a:

- Temporary Supply Minister of Word and Sacrament Pastor
- Interim Minister of Word and Sacrament Pastor
- Commissioned Pastor

The term of the covenant* begins _____ and ends _____.

*The term may not exceed 1 year for Temporary Supply, and Interim relationships.

*Commissioned Pastor relationships cannot exceed 3 years.

*All relationships may be renewed with approval of all parties.

EXPECTATIONS AND RESPONSIBILITIES

This ministry will include (check all fields pertaining to this covenant position)

- Leading worship (in person and/or via recorded messages) each Sunday and for the following additional services _____
- Moderating session and congregational meetings
- Administering the sacrament of Holy Communion
- Performing baptisms, as approved by the Session
- Pastoral calls to the ill, homebound, and other members
- May officiate at weddings and funerals, but not required
- Assist the church committees, boards, and Session to carry out assigned tasks
- Administrative duties
- Exercise voice and vote in Presbytery Assembly meetings
- Other: _____
- Other: _____

The Session estimates that fulfilling these duties will require...

- _____ hours per week
- _____ hours per month
- Hours as follows: _____

COMPENSATION (Based on Presbytery Minimums)

Though a Covenant could be for multiple years, compensation should be reviewed annually.

- Cash Salary \$ _____/month \$ _____/year
- Housing \$ _____/month \$ _____/year
- Total Effective Salary:** \$ _____/month \$ _____/year
- Cash Stipend \$ _____/service, \$ _____/second service, \$ _____/session meeting

OTHER COMPENSATION TERMS (annualized amounts)

- SECA Supplement: \$ _____
- PC(USA) Board of Pensions medical coverage (or other health insurance): \$ _____
- PC(USA) Board of Pensions retirement (or another pension plan): \$ _____
- Healthcare Reimbursement Arrangement: \$ _____
- Additional Compensation or Allowances (please specify below) _____ \$ _____

Vacation of four weeks, including four Sundays, per year is considered minimum for full time

- Vacation of ____ weeks, including ____ Sundays, per year

Continuing education of 2 weeks, including two Sundays, per year is considered minimum for full time

- Continuing education of ____ weeks, including ____ Sundays, per year

REIMBURSEABLE EXPENSES (by voucher up to annual budget amount)

- Automobile expense (@ current IRS rate) \$ _____
- Business / professional expense \$ _____
- Continuing education \$ _____

OTHER TERMS

- It is agreed that this covenant may be terminated upon _____ days written notice by the Pastor, Session, or Presbytery.
- If terminated by Presbytery or Session prior to the end of the covenant period, compensation and benefits will continue for up to _____ days after the date of termination of ministry.

By signing below, the parties acknowledge that they have read and agree to the **Boundary Training Policy*** and the **Covenant of Closure Policy*** of the Presbytery of Blackhawk.

* find at blackhawkpresbytery.org -under Resources for Leadership/ for Pastors

Date of Session Action: _____

Clerk of Session signature: _____ Date: _____

Pastor signature: _____ Date: _____

COM signature: _____ Date: _____