

**PRESBYTERY OF BLACKHAWK COVENANT FOR:  
TEMPORARY, SUPPLY, INTERIM & COMMISSIONED PASTORAL RELATIONSHIPS**

This form shall be used for all Temporary, Supply, Interim, and Commissioned Pastor relationships.  
This form shall not be used for Installed Minister of Word and Sacrament Pastors.

This covenant is between the Session of \_\_\_\_\_, Presbytery of Blackhawk, and 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.

Denomination of Membership: \_\_\_\_\_

If a PC(USA) pastor, Presbytery of Membership: \_\_\_\_\_

**EXPECTATIONS AND RESPONSIBILITIES**

This ministry will include (Check all fields pertaining to this 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/month.

**COMPENSATION** (Based on Presbytery Minimums)

- 1. Cash Salary (Per Month: \$\_\_\_\_\_) The term of the Covenant = \$\_\_\_\_\_
- 2. Housing (Per Month: \$\_\_\_\_\_) The term of the Covenant = \$\_\_\_\_\_
- Total Effective Salary** (Monthly: \$\_\_\_\_\_) Term of Covenant = \$\_\_\_\_\_

**OTHER COMPENSATION TERMS**

- 1. SECA Supplement \$ \_\_\_\_\_
- 2. PC(USA) Board of Pensions medical coverage (or other health insurance) \$ \_\_\_\_\_
- 3. PC(USA) Board of Pensions retirement (or another pension plan) \$ \_\_\_\_\_
- 4. Healthcare Reimbursement Arrangement \$ \_\_\_\_\_
- 5. Additional Compensation or Allowances (please specify below) \$ \_\_\_\_\_

\_\_\_\_\_  
Vacation of four weeks, including four Sundays, per year

Continuing education of 2 weeks, including two Sundays, per year

**REIMBURSEABLE EXPENSES (By Voucher)**

- 1. Automobile expense (\_\_\_\_\_ per mile, @ current IRS rate) \$ \_\_\_\_\_
- 2. Business / professional expense \$ \_\_\_\_\_
- 3. Continuing education \$ \_\_\_\_\_

**OTHER TERMS**

It is agreed that this covenant may be terminated upon \_\_\_\_\_ days’ written notice by the Temporary, Supply, Interim, and Commissioned Pastor, the Session, or the Presbytery. If terminated by the Presbytery or the 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 Ethical Boundaries Training Policy and the Covenant of Closure (Pastor Who Resigns, or Retires) Policy of the Presbytery of Blackhawk (all are found on the Presbytery’s website under Resources/Bylaws & Policies, 4. Commission on Ministry Policies).**

Date of Session Action: \_\_\_\_\_

Clerk of Session signature: \_\_\_\_\_ Date: \_\_\_\_\_

Pastor signature: \_\_\_\_\_ Date: \_\_\_\_\_

COM signature: \_\_\_\_\_ Date: \_\_\_\_\_