

Contract for Commissioned Pastor (CP) Presbytery of Transylvania

The Session of _____ contracts with _____ for the purpose of providing temporary supply pastoral services. The CP is a Ruling Elder in good standing and is approved to be commissioned by _____ (Presbytery).

This relationship shall begin effective ____/____/____ until ____/____/____ (no more than twelve months) at which time it may be renewed, if necessary, with the concurrence of the session, the CP, and the Presbytery's Pastoral Transitions Commission.

The CP is accountable to the Presbytery through the Pastoral Transitions Commission.

It is agreed that this covenant may be terminated upon 30 days' written notice by either the CP or the Session. If terminated by the Session prior to the end of the covenant period, compensation will continue for 30 days after the date of the termination of ministry.

The Temporary Supply Contract will be immediately terminated by the Session or the Transylvania Presbytery Pastoral Transitions Commission for the following Causes:

1. material breach of this Temporary Supply Contract by the CP;
2. intentional nonperformance or misperformance of such duties, or refusal to abide by or comply with the policies and procedures of the Presbyterian Church (USA) or Transylvania Presbytery;
3. the CP's gross negligence in the performance of material duties under this Temporary Supply Contract;
4. the CP's willful dishonesty, fraud or misconduct with respect to the ministry of the Presbyterian Church (USA);
5. the commission of any act that is materially detrimental to the best interests of the Presbyterian Church (USA) that is in breach of temporary pastor's fiduciary duties of care, loyalty and good faith to the Presbyterian Church (USA); or
6. the commission of serious misconduct, which includes, but is not limited to:
 - a. theft;
 - b. dishonesty;
 - c. harassment of a work colleague or customer;
 - d. serious or repeated failure to follow a reasonable instruction;
 - e. deliberate destruction of any property belonging to the Presbyterian Church (USA);
 - f. actions which seriously damage the Presbyterian Church (USA) reputation.

Cause will not, however, include any actions or circumstances constituting Cause under (1) or (2) above if the CP cures such actions or circumstances within 30 days of receipt of written notice from the Session or the Transylvania Presbytery Pastoral Transitions Commission setting forth the actions or circumstances constituting Cause.

In the event the CP's employment under this Temporary Supply Contract is terminated for Cause, the CP shall thereafter have no right to receive compensation or other benefits under this Temporary Supply Contract.

Responsibilities:

The Commissioned Pastor: (check all that apply; add others)

- Provide spiritual and administrative leadership
- Lead worship and preach
- Administer the sacraments
- Officiate at weddings and funerals
- Provide pastoral care
- Assist boards and committees
- Participate in presbytery
- Assist the Presbytery staff in a church mission study
- Moderate Session
- Other (please specify):

The Session estimates that to fulfill these responsibilities will require _____ hours per week.

The CP will have _____ as a supervisor/mentor as assigned by the Pastoral Transitions Commission.

Terms of Compensation:

- Annual Cash Salary \$ _____
- Annual Housing Allowance \$ _____
- Annual Reimbursed Travel Expenses at IRS rate, not to exceed \$ _____
- Annual Board of Pension dues (if applicable) \$ _____
- Continuing Education Allowance \$ _____
- Vacation _____ weeks per quarter.
- Continuing Education _____ weeks per quarter.
- Other _____

Signed by: _____, Clerk of Session Date: ___/___/___

_____, Commissioned Pastor Date: ___/___/___

_____, Pastoral Transition Commission Date: ___/___/___