

## Temporary Supply Contract for PCUSA Minister Presbytery of Transylvania

The Session of \_\_\_\_\_ contracts with \_\_\_\_\_ for the purpose of providing temporary supply pastoral services. The minister is a member in good standing of \_\_\_\_\_ (presbytery). The minister has had interim training (Y) (N).

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 temporary supply, and the Presbytery's Pastoral Transitions Commission.

\_\_\_\_\_ (name of temporary supply) (will) (will not) become a member of Transylvania Presbytery. The temporary supply is accountable to the Presbytery through the Pastoral Transitions Commission.

It is agreed that this covenant may be terminated upon (30, 60, 90) days' written notice by either the temporary supply 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 temporary pastor;
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 temporary pastor's gross negligence in the performance of his material duties under this Temporary Supply Contract;
4. the temporary pastor'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 temporary pastor 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 temporary pastor's employment under this Temporary Supply Contract is terminated for Cause, the temporary pastor shall thereafter have no right to receive compensation or other benefits under this Temporary Supply Contract.

**Responsibilities:**

The temporary supply will: (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
- Assist in the preparation of the church information form
- Have full-time residence in the community
- Other (please specify):

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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

*It is understood that the temporary supply will not be involved in the work of the Pastor Nominating Committee beyond providing opportunities for them to communicate with the session or the congregation.*

**Terms of Compensation:**

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

Signed by: \_\_\_\_\_, Clerk of Session Date: \_\_\_/\_\_\_/\_\_\_  
\_\_\_\_\_, Temporary Supply Date: \_\_\_/\_\_\_/\_\_\_  
\_\_\_\_\_, Pastoral Transition Team Date: \_\_\_/\_\_\_/\_\_\_