



CONTRACT FOR COMMISSIONED PASTOR RELATIONSHIP

Submit to: Stated Clerk, Presbytery of Giddings Lovejoy

1001 Craig Road, Ste. 170, St. Louis MO 63146

THE FOLLOWING CONTRACT BETWEEN:

Church: _____

Address: _____ (City, State & Zip), and

Name of Commissioned Pastor: _____

The contract is from: _____ 20__ to _____ 20__

TERMS: The Commissioned Pastor is employed on a full-time basis, or part-time basis, serving _____ **hours per week (TOC will not be approved if left blank for part time)

Full Time Minimum Terms of Call for 2025: \$42,000.00 (80% of the minimum effective salary for Ministers of Word and Sacrament)

DUTIES: The Commissioned Pastor will be responsible to:

- checkbox moderate session and congregational meetings
checkbox provide worship leadership, including preaching and administering the sacraments
checkbox arrange for substitute preachers on any Sundays not present
checkbox pray for the church and pastoral care; call on sick and home-bound
checkbox provide administrative leadership, including staff supervision
checkbox officiate at weddings and funerals
checkbox help the session provide for continuity of (and/or changes in) essential programs
checkbox attend committee meetings as an ex-officio member
checkbox Other - specify (_____)

The congregation and session will be responsible to:

- checkbox support the Commissioned Pastor in his/her ministry
checkbox provide regular financial compensation according to the terms outlined below
checkbox provide a performance review to the Commissioned Pastor at least annually
checkbox pray for the church and pastoral care; call on sick and home-bound
checkbox pray for the Commissioned Pastor during this contract period
checkbox negotiate goals for the contract period
checkbox other - specify (_____)

Annual Compensation		
Salary		
1.	Annual Cash Salary (if part-time, the amount is based on the number of hours worked per week, using the full-time minimum salary)	\$
2.	Deferred Income (403(b), annuity, equity)	\$
3.	Bonuses, Unvouchered Allowances, Gifts	\$
4.	Social Security (reimbursement of 51% or more of SECA taxes)	\$
5.	Housing Allowance & Utilities (does not apply if utilities are paid directly by the church and if they are listed in church's name)	\$
6.	Manse Value (value must be at least 30% of items 1-5 above.)	\$
7.	Other (copayments, medical, dental expenses) - Identify	\$
8.	Contributions to Taxed-Deferred Plans (not church matching contributions)	\$
9.	Other Deferred Income (Employer <u>matching</u> contributions to PCUSA 403(b)(9))	\$
Total Compensation		\$
Other Benefits and Reimbursable Allowances (* = required benefits)		
1.	Dues for Optional Board of Pensions Benefits (Dental and/or Life Insurance, FSA)	\$
2.	* Travel/Auto Reimbursement (suggested: IRS rate)	\$
3.	* Continuing Education (\$1,000/full time; \$500/part time)	\$
4.	Social Security (reimbursement of up to 50% of SECA taxes)	\$
5.	Books/Other Professional Expenses	\$
6.	Other Vouchered/Reimbursable Expenses (Identify)	\$
Total Allowances		\$
Total Compensation, Allowances, and Expenses		\$
Paid Leave		
1.	* Continuing Education Leave (2 weeks minimum)	
2.	* Vacation (4 weeks minimum; including 4 Sundays)	

This agreement may be terminated by either party (session or pastor) upon 30 days written notice. It is understood that the pastor will participate in any training/discussions sponsored and/or requested by presbytery and will participate in an exit interview conducted by presbytery.

The session approved this contract and its conditions on _____

Signed: (Clerk of Session) _____ Date: _____



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I agree to accept the terms of this contract:

Signed: (Commissioned Pastor) _____ Date: _____

Signed: (COM Moderator) _____ Date: _____

Signed: (Stated Clerk) _____ Date: _____

The presbytery approved this contract and its conditions on _____

*Complete, sign, and either scan and email or snail mail originals. When all parties have signed, a copy goes to
1) the Commissioned Pastor, 2) the church, 3) the presbytery.*

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1001 Craig Road, Ste. 170, St. Louis MO 63146 or statedclerk@glpby.org**