



## CONTRACT FOR COMMISSIONED PASTOR RELATIONSHIP

Submit to: Stated Clerk, Presbytery of Giddings Lovejoy

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

### 2026 COMMISSIONED PASTOR CONTRACT

#### 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 2026:** \$42,660.00 (80% of the minimum effective salary for Ministers of Word and Sacrament)

#### **DUTIES: The Commissioned Pastor will be responsible to:**

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

#### **The congregation and session will be responsible to:**

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

Annual Compensation		
<b>Salary</b>		
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 matching contributions to PCUSA 403(b)(9))	\$
<b>Total Compensation</b>		<b>\$</b>
<b>Other Benefits and Reimbursable Allowances</b> (* = 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)	\$
<b>Total Allowances</b>		<b>\$</b>
<b>Total Compensation, Allowances, and Expenses</b>		<b>\$</b>
<b>Paid Leave</b>		
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.



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**The session approved this contract and its conditions on \_\_\_\_\_**

Signed: (Clerk of Session) \_\_\_\_\_ Date: \_\_\_\_\_

**I agree to accept the terms of this contract:**

Signed: (Commissioned Pastor) \_\_\_\_\_ Date: \_\_\_\_\_

**The Presbytery/CoM approved this contract and its conditions on \_\_\_\_\_**

Signed: (Stated Clerk) \_\_\_\_\_ Date: \_\_\_\_\_

*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](mailto:statedclerk@glpby.org)**