

PRESBYTERY OF NORTH CENTRAL IOWA
Commissioned Lay Pastor Covenant

1. This is a covenant agreement between the Session of _____ Presbyterian Church of _____, the Presbytery of North Central Iowa, and _____
City, State
_____ for the purpose of providing Commissioned Lay Pastor's Full Name
Lay Pastor services. Service will begin _____, and will continue until _____
Date
or for _____ one year _____ two years _____ three years.

2. The Commissioned Lay Pastor will be familiar with and follow the polity of the Presbyterian Church (U.S.A.) as described in the Book of Order.

3. The primary responsibilities of the Commissioned Lay Pastor are to provide worship leadership, pastoral care, and attend session meetings. The Session requests that Presbytery empower the Commissioned Lay Pastor to administer the following functions, as authorized by the Book of Order, G-14.0801c:

- _____ Administer the Lord's Supper
- _____ Administer the Sacrament of Baptism
- _____ Moderate the Session of the congregation
- _____ Have a voice in meetings of presbytery
- _____ Have a vote in meetings of presbytery
- _____ Perform a service of Christian marriage when invited by the session or other responsible committee, and when allowed by the state.

Additional areas of responsibility are:

I. The work of the CLP will be reviewed annually by the Session, using a standard format approved by COM. Written summary of this evaluation will be sent to COM for review regarding progress on goals and advisability of renewing the Covenant.

During this time of service, _____ will be accountable to the
Name of Commissioned Lay Pastor
session of _____ Presbyterian Church and the Presbytery of
North Central Iowa.

This covenant may be terminated by the Session or the Presbytery of North Central Iowa on 60 days notice or earlier by mutual agreement. The Commissioned Lay Pastor may terminate the agreement with 30 days notice and forfeit any payment beyond services provided.

The terms of support on the other side of this form are an integral part of the covenant.

Terms of Call Worksheet
 Presbytery of North Central Iowa
 Year: 2005

Name: _____

Position Title: _____

___ Full-time (100%) ___ Part-time _____ %

Church: _____

2003 average worship attendance: _____

Year of ordination/commissioning: _____

Number of years ordained/commissioned: _____

A. terms of call B. BOP effective salary*

SALARY		
1	Cash Salary	
2	Self-Employment Social Security up to 50% (see note 1)	
3	Self-Employment Social Security in excess of 50% (see note 1)	
4	Deferred Compensation [like Employer-paid 403(b)]	
5	Medical Supplement [in addition to BOP]	
6	Other	
7	Subtotal Salary	

HOUSING		
8	Fair Rental Value of Manse	
	BOP Value of Manse (30% of 7B)	
9	Utilities (if living in manse)	
10	Furnishings (if living in manse)	
11	Equity Escrow (if living in manse)	
12	Housing Allowance (8 through 11 won't be applicable)	
13	Subtotal Housing	
14	Subtotal Salary and Housing (7 + 13)	

BOARD OF PENSIONS DUES based on Effective Salary		
15	Retirement @ 11% of 14B	
16	Death and Disability @ 1% of 14B	
17	Full-time: Major Medical @ 19% of 14B or \$5,619.25 whichever is higher	
	Part-time: Major Medical @ 19% of 14B or \$5,619.25 times percentage of fulltime whichever is higher	
18	BOP subtotal	

OTHER ALLOWANCES (must be vouchered)		
19	Travel reimbursement	
20	Professional expenses (minimum of \$500)**	
21	Continuing education (minimum of \$1,000)**	
22	Other (please specify)	
23	Other Allowances Subtotal	

24 Two weeks Continuing Education Leave

25 Four Weeks Vacation

TOTAL COMPENSATION (7A + 13A + 18 + 23)	
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Note 1: Formula is 7.65% of line 1 plus line 12 OR, if living in manse, 7.65% of lines 8A through 10A

*BOP for installed Ministers of Word and Sacrament (optional for CLP or temporary pastoral relationships)

**Prorated if part time