

**PRESBYTERY OF NORTH CENTRAL IOWA**  
**Temporary Supply 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 Temporary Supply Pastoral  
Pastor's Full Name

services to the church. Service will begin \_\_\_\_\_ , and will continue until \_\_\_\_\_  
Date  
or February 28, 20\_\_\_\_ , unless concluded earlier as provided below.

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

The primary responsibilities of the Temporary Supply pastor are to provide worship leadership and pastoral care. Additional areas of responsibility are:

3. There will be joint review by the Session and the Temporary Supply Pastor regarding progress on goals and the advisability of requesting Presbytery to renew the covenant. Presbytery must renew the Temporary Supply relationship at least annually (G-14.0513a).

During this time of service, the Rev. \_\_\_\_\_ will be accountable to the  
Name of 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 Temporary Supply 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\***

<b>SALARY</b>		
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	

<b>HOUSING</b>		
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)	

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

<b>OTHER ALLOWANCES (must be vouchered)</b>		
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

<b>TOTAL COMPENSATION (7A + 13A + 18 + 23)</b>	
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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