

INTERIM COMMISSIONED LAY PASTOR CONTRACT WORKSHEET

The following agreement between the Session of the _____ Presbyterian Church and _____, Interim Commissioned Lay Pastor, is for the purpose of providing lay pastoral leadership.

I. ESTABLISHMENT OF THE INTERIM COMMISSIONED LAY PASTOR CONTRACT

A. Upon the approval of the Presbytery of Kiskiminetas, through the recommendation of the Committee on Ministry:

1. Elder _____ will be designated as Interim Commissioned Lay Pastor for the congregation

2. The Rev. _____ will continue to serve as moderator of Session and the Congregation and serve as mentor for the Interim CLP. *

B. The basic duties of the Interim CLP, as listed below, may be modified in consultation with the Session.

II. PRIORITIES FOR THE MINISTRY OF THE INTERIM COMMISSIONED LAY PASTOR

Priorities should be clearly designated by customizing the following sample prioritized description. Other duties, if negotiated, should be added. Time expectations for each segment may be included.

A. Provide Sunday Worship Leadership according to the following schedule _____. Pulpit supply preachers for Sundays off will be scheduled in this manner _____. (The Presbytery Pulpit Supply Service may be used by following the Pulpit Supply Request Policy.)

- If COM and the Presbytery approve, permission to officiate at Communion is desired
- If COM and the Presbytery approve, permission to officiate at baptisms is desired

B. Provide Special Services Worship Leadership for the following services: (i.e. Christmas Eve or Maundy Thursday) _____

C. Pastoral Care and Visitation according to the following priorities:

Check those that apply. If the priority order is different, indicate new priority order in the margin.)

- 1. Hospital visitation, including surgery and emergency visits.
- 2. Homebound visitation (including communion _____ times each year)
- 3. Outreach visitation
 - a. Follow up visits with potential members, new worshipers
 - b. Join with the session in care of lesser participating active members

D. Officiate at Funerals upon request

- Yes
- No

E. Attend the Following Committee Meetings _____

- Regularly on this schedule _____
- As requested by the committee chairpersons.

F. Session Meeting Attendance

- Expected
- Encouraged
- Optional
- Not Required
- No, not part of contract

G. Presbytery Meetings

If the Interim CLP is granted Voice and Vote by the Presbytery, attendance at Presbytery meetings is mandatory and should be compensated at the standard hourly rate. If an Interim CLP is assigned to a Presbytery Committee, this is an expected service to the presbytery and is not compensated.

H. Community Responsibilities

- Expected to attend the following Community Minister Gathering _____ which meets _____ and will be compensated for attendance
- May attend the Community Minister Gathering for personal enrichment, but will not be compensated
- Expected to attend the Kiski Presbytery Monthly District Pastor Lunches and will be compensated

May attend Kiski Pby District Pastor Lunches for personal enrichment, but will not be compensated

I. Administrative Responsibilities

Will keep the following number of office hours: _____

On these days and times (except in case of pastoral emergency):

 At own discretion as time permits

Expected to write article for newsletter

Specify other administrative duties _____

III. BOUNDARIES TO THE INTERIM CLP ROLE

A. The Interim CLP will not be involved in any way with the Pastor Nominating Committee except to provide pastoral care to members of the Pastor Nominating Committee.

B. The Interim CLP shall not be considered as a candidate for future pastoral leadership of the _____ Church.

C. The Moderator is responsible for moderating Session meetings as well as Congregational meetings. (Except in the case * below.)

D. In the Presbytery of Kiskiminetas, Interim CLPs may not be granted authority to officiate at weddings, although they may participate in them. They may not provide premarital counseling, administer the wedding vows, make the marriage pronouncement, or sign the marriage licence.)

IV. TERMS OF EMPLOYMENT

A. The Interim Commissioned Lay Pastor relationship shall begin on _____ and terminate on December 31, _____, at which point it shall be reviewed by COM, the _____ Session, and the Interim CLP for possible renewal, or until the _____ Presbyterian Church calls a pastor.

B. The contract may be terminated upon 30 days written notification, with COM concurrence, by either the Interim Commissioned Lay Pastor or by the Session.

C. The Interim CLP will work, on the average, _____ hours per week. These hours are not to exceed the _____ hour average for any pay period. The Presbytery permits Interim CLPs to work a maximum of half-time, or 20-25 hours per week. This does not include the time spent in sermon preparation, which is compensated separately. Pay periods will be on a _____ basis.

V. COMPENSATION REQUIREMENTS

A. Compensation Hourly Rate for Pastoral Services

The hourly rate of compensation will be at the Presbytery approved rate for Interim CLP's of \$12.75 per hour for all services except preaching.

B. Preaching Compensation

Preaching will be at the rate of \$90.00 per service for each service. (The compensation for preaching is \$110 when there are 2 services at the same or different churches.) Compensated time includes travel time from the place of employment to hospitals and meetings, including any session and ministerial meetings the session desires the Interim CLP to attend. A one hour meeting with the mentor each month is mandatory and will be reimbursed at the standard hourly rate.

C. Social Security, Taxes and Worker's Compensation

An Interim Commissioned Lay Pastor serves as an employee of a congregation and should be issued an IRS W-2 form. The church pays the employer portion (7.65%) of Social Security on both hourly and preaching compensation. The church must withhold the employee portion of federal, state and local taxes. In addition, the Interim CLP should be added to the congregation's Worker's Compensation coverage.

D. Vouchered Reimbursable Expenses

1. Travel: reimbursed at maximum IRS approved per mile rate (currently .485 ¢/mile).
2. Phone calls on behalf of the church that must be made from the Interim CLP's home.

E. Vacation

CLPs are paid for 3 ½ days of vacation for every quarter worked. This equals 2 weeks per year. If the CLP starts mid-year, vacation time should be pro-rated for the remainder of the year. Additional compensated vacation weeks may be granted. Vacation time excludes Sundays in the pulpit and should be based on the number of hours worked per week. If that number varies from week to week, an average taken from a few weeks should be obtained for the purpose of figuring vacation.

F. Study Leave

There will be 1 week of study leave and \$400.00 Study Leave/Book Allowance, prorated for the remainder of calendar year. Additional compensated Study Leave weeks may be granted.

G. Additional Study Leave/Book Allowance

The Session is permitted and encouraged to provide more funding for Study Leave/Book Allowance, but this is not required.

H. Additional Reimbursable Vouchered Professional Expense Allowance:

The Session may designate any other allowances the congregation is providing and for what purpose, such as internet service expenses.

VI. ACCOUNTABILITY AND EVALUATION

A. When a Session, in consultation with COM, is interested in contracting with an Interim Commissioned Lay Pastor, the CLP Coordinator will meet with the Session to establish the contract and assist the session in devising a plan to interpret the work of the Interim CLP to the congregation. The Interim CLP may only begin service after COM has voted to approve the contract and after the Presbytery, at a stated meeting, has approved the appointment and commissioned the Interim CLP for service.

B. The Interim CLP is accountable to the Presbytery, through the Committee on Ministry

C. The Interim CLP will provide the mentor and Committee on Ministry with a brief report on the status of the Interim CLP work on a bimonthly basis, submitted one week before the District Coordinators' meeting. This report form is available online or from the presbytery office. The Moderator also reports bimonthly to COM and should include an assessment of the Interim CLP/Congregation relationship.

D. The Interim CLP and the Mentor/Moderator will submit an annual report to the Committee on Ministry.

E. At the end of the work of the Interim CLP, the Mentor/Moderator and Session will provide an evaluation of the work of the Interim CLP, with copies supplied to COM and the Interim CLP. The CLP Coordinator will conduct an exit interview with the Interim CLP.

Date of Session Meeting with CLP Coordinator _____

Date of Session Action to establish Contract _____

Date of COM action to recommend Contract to Presbytery _____

Date of Presbytery action to commission Interim CLP _____

Effective Date of Contract _____

REQUIRED SIGNATURES TO CONTRACT

Clerk of Session _____ Date _____

Moderator of Session _____ Date _____

Interim CLP _____ Date _____

COM Representative _____ Date _____

CLP Coordinator _____ Date _____

*In very rare cases, COM and the Presbytery may approve the Interim CLP to serve as Moderator of Session. This decision is made based upon polity training and previous moderatorial experience. In such cases, this sentence shall read: "The CLP will serve as moderator of Session and the Congregation.

The Rev _____ will serve as mentor for the Commissioned Lay Pastor."

INTERIM COMMISSIONED LAY PASTOR COMPENSATION WORKSHEET

Beginning Date of Contract: Number of weeks remaining in calendar year:	
Compensation Explanation	Projected Yearly Amount
Salary: ____ hours/week @ \$12.75/hour for ____ weeks) Note: salary <i>is</i> paid for study leave/vacation	
Preaching: ____ weeks @ \$90 (if one service at one church) OR ____ weeks @ \$110 (if 2 services at one or more churches) Note: Interim CLPs are not paid vacation/study leave for preaching. They are not obligated to preach every week.	
Social Security (paid to IRS) Salary + Preaching X 7.65%	
Weeks of Paid Vacation Must be 2 weeks, prorated for remainder of calendar year. May be more than 2 weeks.	
Weeks of Paid Study Leave Must be 1 week, prorated for remainder of calendar year. May be more than 1 week.	
Study Leave/Book Allowance Must be \$400; may be more	
Travel: Maximum IRS reimbursable rate (\$.485 for 2007). A typical estimate for a 20 hour contract would be: 5000 miles X \$.485 = \$2,425.	
Additional Professional Expense Allowance	
TOTAL INTERIM CLP SALARY & EXPENSES	
ADDITIONAL COSTS	
Moderator Monthly Fee	
Additional Preaching Supplies (for weeks the Interim CLP is not preaching)	
TOTAL YEARLY COST	