

Presbytery of Northern Waters

2105 Woodland Ave
Duluth, MN 55803

Working Agreement – MoO 4.703 Temporary Pastoral Relationships

This document comprises a Working Agreement between the following person:

Name: _____

Ecclesiastical Relationship: _____

and the

Church(es): _____

in accordance with the following terms:

1. Duties (listed in order of priority, with the understanding that available time will be allotted accordingly):

2. Time Expectations: The average working week for the will be _____ hours.

3. Relationships:

The temporary pastor

- a. shall be/shall not be moderator of session
- b. shall relate to all church boards and committees as would an installed pastor, but within the terms specified in items 1 & 2 above.
- c. shall attend Presbytery meetings and otherwise be an active participant in the life and work of The Presbytery of Northern Waters, and
- d. shall cooperate fully with the Commission on Ministry and other Presbytery personnel.
- e. If the temporary pastor is not a member of The Presbytery of Northern Waters, he or she shall be a corresponding member of Presbytery for the duration of this Working Agreement.
- f. The temporary pastor shall support and promote the doctrinal stance of the Presbyterian Church (U.S.A.) as found in the Presbyterian Church

(U.S.A.) Book of Confessions; the system of government of the Presbyterian Church (U.S.A.), as found in the Presbyterian Church (U.S.A.) Form of Government; worship as described in the Presbyterian Church (U.S.A.) Directory for Worship; discipline as described in the Presbyterian Church (U.S.A.) Book of Discipline; and in general the mission and program of the Presbyterian Church (U.S.A.).

4. Remuneration: The church will provide to the temporary pastor the following remuneration during the life of the Working Agreement, according to current presbytery standards:

- a. \$_____ per (week) (month) (year) cash salary, based on the time expectations specified in number 2 above.
- b. \$_____ per (week) (month) (year) for housing/utilities/furnishings allowance.
- c. (Full) (None) PC (U.S.A.) () pension payments.
- d. \$_____ per (week) (month) (year) auto/travel expense allowance.
- e. (Four) () weeks per year paid vacation, to be allotted in accord with the person's time of service. For example: If four weeks per year, the person would be entitled to one week's vacation with pay, after three months served under this Working Agreement.
- f. () weeks per year continuing education time, with (\$) expense money. (To be allotted as described above.)

5. Duration of This Working Agreement:

- a. This Working Agreement shall become effective when signed by the person fulfilling this Working Agreement, the Clerk(s) of session and the Presbytery's Commission on Ministry Representative.
- b. The expected beginning date of this Working Agreement is _____.

- c. The Working Agreement is expected to be in effect for approximately _____ months.
- d. The Working Agreement shall be valid for no longer than one year; prior to which time, if both principal parties wish an extension, such shall be negotiated with/through the Commission on Ministry.
- e. Modifications to this Working Agreement may be initiated by any of the three parties; and when negotiated to the satisfaction of all three parties and signed by each, become effective.
- f. Additional hours and duties may be agreed to between the two principal parties, with remuneration to be added in relation to the hours and remuneration specified in this Working Agreement. The additional hours and duties shall be stated in writing and signed by the two principal parties. They shall also be approved by the Commission on Ministry and/or its authorized representative.
- g. The Working Agreement may be terminated upon 30 days written notice by either primary party, and the approval of the Presbytery of Northern Waters or its authorized representative (the Commission on Ministry).

Signed:

Temporary Pastor: _____ Date: _____
Print Name *Signature*

Clerk of Session: _____ Date: _____
Print Name *Signature*

Commission on Ministry: _____ Date: _____
Print Name *Signature*