

2019 BRIDGE PASTOR CONTRACT

The Session of _____, a congregation of the Presbytery of Milwaukee enters into the following contract with the Rev. _____ to serve as Bridge Pastor. This contract will be for a period of _____ (months) beginning _____.

This is a _____ FULL TIME ministry
_____ PART TIME ministry at _____ (indicate hours per week)

This ministry will include (**Please check all fields pertaining to this position.** If this is a less than full-time call the session and pastor should work out together how much time per week is required.):

- _____ Worship Leadership and Preparing the Bulletin (Specify Sundays if less than full time)
- _____ Moderator of Session (and congregational meetings)
- _____ Pastoral Calls to the ill, homebound, and as needed to other members
- _____ Officiate at weddings and funerals as requested
- _____ Assist the church committees, boards, and session to carry out assigned tasks
- _____ Assist with the Mission/Vision Study
- _____ Administrative Duties
- _____ Other: _____
- _____ Other: _____
- _____ Other: _____

It is understood that the Rev. _____ may assist the Pastor Nominating Committee with methods, processes and adequate reports, but **WILL NOT** be involved in **ANY** way with the search or selection of the new pastor. Any suggestions the Bridge Pastor has to make about the potential pastors of this congregation will be submitted to the Commission On Ministry.

COMPENSATION

Compensation will be paid to the Bridge Pastor according to the Annual Terms which meet or exceed the Minimum Compensation Standards of Milwaukee Presbytery. If the position is part-time the effective salary may be calculated as a percentage or hourly rate of no less than \$22.99/hr.

(The median salary for PCUSA ministers as calculated by the Board of Pensions was \$59,100 in 2018 for full-time ministers. The Minimum Effective Salary for the Milwaukee Presbytery for 2019 is \$47,819 for a 40-hour work week. These wages reflect an hourly rate of \$22.99.)

Effective Salary

- | | |
|---|----------|
| 1. Cash Salary (12 month equivalent) | \$ _____ |
| 2. Housing / Utilities Allowance or Manse Value | \$ _____ |
| 3. Contributions to PCUSA Fidelity 403b or other retirement | \$ _____ |
| 4. Additional Compensation or Allowances (please specify below) | \$ _____ |

Total Effective Salary for Board of Pensions (summary of 1-4) \$ _____

Additional: 1/2 SECA (7.65%) \$ _____

Benefits

- | | |
|---|----------|
| 1. Board of Pensions | \$ _____ |
| 2. BOP Optional Coverage (please specify) _____ | \$ _____ |
| 3. Other (ie: Medical Reimbursement) | \$ _____ |
| 4. Vacation <u>Minimum</u> of four weeks including four Sundays | |
| 5. Paid Sick Leave (up to 10 days for each year of service) | |
| 6. Please see Personnel Policies for Pastors at pbymilwaukee.org under Work of the Presbytery/COM for a complete list of the Presbytery's Pastoral Policies and Minimums. | |

Initial Clerk of Session _____ Initial Pastor _____

Professional Reimbursable Expenses

- | | |
|--|----------|
| 1. Mileage Reimbursement at current IRS rate
(the rate for 2019 is 58 cents per mile) | \$ _____ |
| 2. Continuing Education | |
| a. Reimbursable expenses (travel, lodging, fees, materials)
(\$2,000 minimum/full time accumulative to 3 years) | \$ _____ |
| b. _____ Minimum 2 weeks/year including 2 Sundays accumulative to 3 years | |
| _____ Other: _____ | |
| 3. Professional Expenses (\$500 minimum) | \$ _____ |

Salary and Housing will be paid (check one) ___ monthly; ___ twice a month on the ___ and ___; or ___ bi-weekly

All parties have read and agree to the Presbytery's dissolution policy found at www.pbymilwaukee.org COM documents. Initial Pastor _____ Initial Clerk of Session _____

Date of Conference with Pastor: _____

Date of Session Action: _____

Clerk of Session signature: _____ Date: _____

Pastor Signature: _____ Date: _____

COM Moderator Signature: _____ Date: _____

“By action of the presbytery, this relationship was recorded in the rolls and records of the Presbytery and the General Assembly.”

Stated Clerk (or Associate Stated Clerk)

Signature: _____