2020 TRANSITIONAL PASTOR CONTRACT

The Session of ______________________________________________________, a congregation of the Presbytery of Milwaukee enters into the following contract for Transitional Ministry with the Rev. _________________. 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:_______________________________________________________________
___ Other:_______________________________________________________________
___ Other:_______________________________________________________________

Goals for This Ministry

(Specify the desired goals for the Pastor and congregation during this time period.)

1.__________________________________________________________________________
2.__________________________________________________________________________
3.__________________________________________________________________________
4.__________________________________________________________________________
5.__________________________________________________________________________
It is understood that the Rev.__________________________ will 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 Transitional Pastor has to make about the potential pastors of this congregation will be submitted to the Commission On Transitional Ministry.

**COMPENSATION**

Compensation will be paid to the Transitional 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 2019 for full-time ministers. The Minimum Effective Salary for the Milwaukee Presbytery for 2020 is $48,401 for a 40-hour work week. These wages reflect an hourly rate of $23.27.)

**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 **Minimum** of four weeks including four Sundays

   (If greater, please indicate here______________________________)
5. Paid Sick Leave (up to 10 days for each year of service)

**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

By signing below, the parties acknowledge that they have read and agree to the Pastoral Personnel Policies, the Ethical Boundaries Policy and the Dissolution Policy of the Presbytery of Milwaukee (all are found on the Presbytery’s website under Documents & Resources/Commission on Transitional Ministries; www.pbymilwaukee.org/commission-on-transitional-ministries.html).

Date of session conference with Pastor:__________________________
Date of Session Action: ________________________________
Clerk of Session signature:_____________________________ Date:_____________
Pastor signature:________________________________ Date:_____________
CTM 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:________________________________________

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Contract renewal: Beginning date ___________ End date ___________
Initials: Clerk_____ Pastor _____ CTM Moderator _____ CTM approval date_____________
Stated Clerk (Assoc. Stated Clerk) ______

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Initials: Clerk_____ Pastor _____ CTM Moderator _____ CTM approval date_____________
Stated Clerk (Assoc. Stated Clerk) ______