2020 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 Transitional 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 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) $______________

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**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 2020 is 57.5 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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Contract renewal:   Beginning date _________________     End date  _____________

Initials: Clerk______ Pastor ______ CTM Moderator ______ CTM approval date___________

Stated Clerk (Assoc. Stated Clerk) ______