

BRIDGE PASTOR CONTRACT - Year \_\_\_\_\_

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 Ministries.

**COMPENSATION**

Complete all lines, adding a zero or N/A where the specified term/benefit is not provided.

\*Compensation will be paid to the Bridge Pastor according to annual terms which meet or exceed the Minimum Compensation Standards of Milwaukee Presbytery. Please refer to those Minimum Compensation Standards on the Presbytery website for all items with an asterisk below.

**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  
\$ \_\_\_\_\_
2. \*Continuing Education
- a. Reimbursable expenses (travel, lodging, fees, materials) \$ \_\_\_\_\_
- b. \_\_\_\_\_ Minimum 2 weeks/year including 2 Sundays
- \_\_\_\_\_ Other: \_\_\_\_\_
3. \*Professional Expenses \$ \_\_\_\_\_

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](http://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) \_\_\_\_\_