TEMPORARY PASTOR AGREEMENT

Presbytery of Mid-Kentucky

The Session of the _____Presbyterian Church (USA) of _____, KY, being satisfied with the qualifications of_____ and believing that this ministry will be to the Glory of God and the spiritual benefit of the body of Christ requests that the Presbytery of Mid-Kentucky appoint _____ as temporary pastor from _____ to _____ for _____ hours per week.

Note: Pastoral relationships of less than 20 hours per week are not eligible for participation in the medical, pensions, or death and disability plans of the Board of Pensions of the PC(USA).

This agreement may be terminated by either party with _____ days (15 days is suggested) written notice to the other party and to the Presbytery. Duties of the temporary pastor include, but are not limited to:

- _____
- _____
- _____
- _____

Compensation

On behalf of the Session, we promise to support and encourage _____ in the performance of their duties by remuneration in regular payments as follows:

Note: If the temporary pastor is employed part-time, compensation should be guided – but not limited – by MKP minimums for installed full-time pastors. In 2027, the MKP minimum annual total compensation for a full-time installed pastor is $75,700; this amount includes financial compensation, reimbursements, and BOP dues.

Financial

The following financial amounts are based on YEARLY / MONTHLY compensation (circle one).

_____ Salary
_____ Housing Allowance
_____ Half of SECA (7.65% of Salary + Housing is required by MKP)
_____ Additional SECA Offset (optional: 7.65% of Salary + Housing)
_____ Other compensation, please list:

- _____
- _____

Reimbursements

Reimbursements are for the term of the agreement.

_____ Auto Allowance (reimbursed at current IRS rates/mile)
_____ Continuing Education (MKP minimum $1,000; may be adjusted for part time)

Continuing Education and Vacation Time

The following times are MKP minimums. These ***minimums*** apply for part-time calls and are ***not*** pro-rated based on the number of hours worked each week. As with full-time, installed calls, this is paid time away from the congregation: 4 weeks of vacation time (inclusive of 4 Sundays) per year, 2 weeks of continuing education time (inclusive of 2 Sundays) per year, and 13 weeks (at least 91 consecutive days) of parental leave. These benefits are based on a year-long call and may be prorated for shorter calls (e.g.: 2 weeks of vacation for a six-month agreement). • Vacation: 4 weeks plus additional time if any: _____

- Continuing Education: 2 weeks plus additional time if any: _____
- Parental Leave: 13 weeks plus additional time if any: _____ (If parental leave would be a financial strain on the congregation, the session should contact the presbytery to discuss financial support.)

Board of Pensions of the Presbyterian Church (USA)

Temporary pastoral relationships of 20 hours per week or more are eligible for participation in the PC(USA) Board of Pensions. Please contact the Board of Pensions for more details and costs: www.pensions.org. Please note that this worksheet is not an exhaustive list of compensation options; other options include health care flexible spending accounts, 403(b) non-profit retirement savings accounts, dental insurance, and vision coverage; see the Board of Pensions website for additional benefits. **Please select one of the following:**

[ ] Temporary Pastor is working at least 20 hours per week and being provided benefits under the Board of Pensions **Covenant Package** (defined benefit pension plan, death and disability plan, temporary disability plan, employee assistance plan, and access to assistance and education programs). Dues for 2027:10 percent of effective salary, paid entirely by the congregation.

[ ] Temporary Pastor is working at least 20 hours and continuing Pastor's Participation coverage under BOP's **Transitional Pastor's Participation** plan, an option available through December 31, 2027 for new members or through December 31, 2029 for ministers already enrolled in this plan. Dues for 2027: 42.45% of effective salary, paid entirely by the congregation.

[ ] Temporary pastor's employer is contributing annually $_____ to a Retirement Savings Plan (403b) administered through the Board of Pensions or another qualified plan administrator.

[ ] Temporary pastor is not being offered any benefits through the PC(USA) Board of Pensions.

The following individuals below have received and accepted this agreement for service as temporary pastor of _____Presbyterian Church (USA) of _____, KY.

_____ Signature:_____ Date : _____
(Clerk of Session)

_____Signature:_____ Date: _____
(Commission on Ministry)

_____Signature: _____ Date:_____
(Temporary pastor)

This agreement must be submitted to the MKP COM for new pastoral relationships and for renewals.
Mid-Kentucky Presbytery, 1044 Alta Vista Road, Louisville, KY 40205, office@midkentuckypresbytery.org.