

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 the Presbytery of Mid-Kentucky to appoint _____ as temporary pastor from _____ to _____ for _____ hours per week.

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

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

1. _____
2. _____
3. _____
4. _____

On behalf of the Session, we promise to support and encourage _____ in the performance of his/her duties by remuneration in regular payments as follows based on a yearly compensation:

(Note: If the Temporary Pastor is employed part-time compensation will be determined by MKP minimums for called and installed Pastors and adjusted in relationship to the percentage of full-time.)

- _____ Salary
- _____ Housing
- _____ Deferred Compensation (if any)
- _____ Other salary (if any)
- _____ SECA Offset (7.65% of Salary + Housing)

Accountable reimbursement plans:

Auto Allowance (reimbursed at current IRS rates/mile): \$ _____

Continuing Education: \$ _____

Additional Benefits (These are all Mid-Kentucky Presbytery Minimums) – These minimums apply for part-time calls.

These additional benefits are based on a year-long call and may be prorated for shorter calls (e.g.: 2 weeks vacation for a six-month agreement).

- 4 weeks vacation (inclusive of 4 Sundays) per year
- 2 weeks continuing education (inclusive of 2 Sundays) per year
- 13 weeks (at least 91 consecutive days) parental leave per presbytery parental leave policy (If parental leave would be a financial strain on the congregation, the session should contact the presbytery to discuss financial support.)

Please note that this worksheet is not an exhaustive list of compensation options but does detail Mid-Kentucky Presbytery's minimums. Other popular options include Health Care Flexible Spending Accounts, 403(b) Non-profit Retirement Savings Accounts, Dental Insurance, etc.

Board of Pensions of the Presbyterian Church (USA)

All temporary pastoral relationships in excess of 20 hours/week or more are eligible for participation in the pastor's participation or the menu plans of the Board of Pensions. Please contact the Board of Pensions for more detail and for online employer modeling of individual costs for the menu options. www.pensions.org

Temporary Pastor is being provided pastor's participation benefits.

Temporary Pastor is being provided the following menu based benefits:

- Medical
 - Self
 - Self + Spouse
 - Self + Family
 - Self + Spouse + Family
- Pension
- Death and Disability

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 Board of Pensions of the Presbyterian Church (USA). Any additional compensation or benefits (please list, if any):

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 reviewed at least every twelve months and submitted to the MKP-COM for renewal.)

Mid-Kentucky Presbytery, 1044 Alta Vista Road, Louisville, KY 40205, office@midkentuckypresbytery.org

(Rev. October 23, 2023)