



Initial Pastoral Call/Covenant Form

Appendix H

Current December 2020

The _____ Presbyterian Church of _____, Iowa,
 as a member church of the Presbytery of Des Moines, being well satisfied with your qualifications for ministry
 and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the
 spiritual interests of our church and fruitful for the kingdom of our Lord, earnestly and solemnly offers this
 contract and covenant to you _____ to begin on _____
 and to end on (if applicable) _____.

Extra Details:

Terms:

During the length of this agreement, the pastor will be accountable to the presbytery. It is understood that the
 pastor will participate in any training/discussions sponsored and/or requested by the presbytery and will
 participate in an exit interview conducted by the presbytery. The pastor is employed on a:

- _____ full-time basis
- _____ half-time basis
- _____ part-time basis, serving approximately _____ hours per week

and will be compensated as follows.

Compensation:

Effective Salary (ES)

Cash Salary	\$ _____
Fair Rental Value of Manse	\$ _____
Housing Allowance	\$ _____
Utilities Allowance	\$ _____
Deferred Compensation	\$ _____
SECA Supplement (if over 50%)	\$ _____

Total: \$ _____

Reimbursable Expenses

Automobile Expense (IRS Rate)	\$ _____
Business/Professional Expenses	\$ _____
SECA Supplement (up to 50%)	\$ _____
Continuing Education	\$ _____
Moving Costs (up to)	\$ _____
Other Allowances (Specify)	\$ _____

Total: \$ _____

Additional Benefits

Paid Vacation (4 weeks including 4 Sundays) _____

Paid Continuing Education (2 weeks including 2 Sundays) _____

Select one of the following (to be eligible for enrollment must be employed at least 20 hours per week):

No Enrollment with the Board of Pensions _____

Enrollment in the Pastor's Participation Plan _____ 37% of ES: \$ _____

Includes: PPO family medical, pension, temporary disability, and death and disability

Enrollment in the Minister's Choice Plan _____ 10% of ES: \$ _____

Includes: pension, temporary disability, death and disability, and employee assistance



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Other Compensation please list in detail – you may consult the Board of Pensions and the Commission on Ministry manual for further options and guidelines.

Approvals:

The congregation approved the terms and conditions of this call and covenant.

Date of Meeting: _____

Signed (Moderator of Meeting): _____

Signed (Clerk of Session): _____

Date: _____

The pastor accepted the terms and conditions of this call, contract, and covenant.

Signed (Pastor): _____ Date: _____

The presbytery, through its Commission on Ministry, approved the terms and conditions of this call, contract, and covenant.

Signed (COM Moderator): _____ Date: _____

Signed copies should be given to 1) Pastor, 2) Clerk of Session, 3) Moderator of Commission on Ministry, and 4) AdmExec/Stated Clerk of the Presbytery of Des Moines.