Presbytery of Great Rivers
Revised 2026 Covenant Agreement for Temporary Pastoral Relationships

(For temporary pastoral positions (Transitional/Interim, Stated Supply, Commissioned Ruling Elders, Bridge/Gap Pastors, Pulpit Supply on a Regular Basis)

Pastor's Name _____

Church & City _____

Pastor's Email & Phone _____

Ordination Date _____PCUSA ☐ If other denomination, identify _____

Clerk's Name _____

Clerk's Email & Phone _____

For pastors new to this church this year, this Covenant shall be effective on (date): _____.

The _____ Presbyterian Church of _____, Illinois (PIN _____), being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be beneficial to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you (name), _____ to undertake the position of _____ for this congregation, promising you in the discharge of your duties all proper support, encouragement, and allegiance in Jesus Christ.

Transitional Training Completed Week 1 ☐ Weeks 1 & 2 ☐ None ☐

Position: Full-time ☐ OR Part-time ☐

If part-time, indicate percentage of time based on 40-hour week _____

Check one:

☐ Transitional Teaching Elder (PCUSA)
☐ Commissioned Ruling Elder (PCUSA)
☐ Stated Supply: ☐ PCUSA OR ☐ other denomination: _____
☐ Bridge/Gap Pastor ☐ PCUSA OR ☐ other denomination: _____
☐ Pulpit supply on a regular basis ☐ PCUSA OR ☐ other denomination: _____
☐ Level 1: 0-4 years of ordained ministerial experience: min. total effective salary $51,826
☐ Level 2: 4+ years of ordained ministerial experience: min. total effective salary $55,801
☐ CRE minimum total effective salary for full-time $41,460

Effective salary for a covenant with any pastoral leader must meet current presbytery minimums. For a part-time covenant, the dollar amount allowed for continuing education may be prorated. However, time allowed for vacation and continuing education must meet the full minimum.

EFFECTIVE SALARY (paid by church)

1. Annual Cash Salary $ _____
2. Housing Allowance $ _____
3. Fair Market Value of the Manse (if applicable) $ _____
4. *Employer-Paid SECA (above 50%) (if applicable) $ _____
5. Employer Contribution to 403b (if applicable) $ _____
6. Employer-Paid FSA or Other Health Savings Plans (usually non-taxable for pastor) (if applicable) $ _____
7. Other (Gifts, Bonuses, Year-end Bonuses, etc.) (if applicable) $ _____
8. **Total Effective Salary (add lines 1-7)** $ _____

OTHER BENEFITS (paid by church)

1. Board of Pension (BOP) Dues $ _____
   Congregational Pastors Package 27.5% (17.5% Medical + 10% Pension, Death & Disability, TD) **or**
   Transitional Pastors Participation 47% (34% Medical +

10% Pension, Death & Disability, TD)
For details about co-pays or coverage level, go to www.pensions.org

2. Optional Board of Pensions Benefits (Dental, Vision, Life Insurance) $ _____
3. Social Security (reimbursement of up to 50% SECA taxes) $ _____
4. Travel/Auto Reimbursement (IRS rate) $ _____
5. Continuing Education $ _____
   (Minimum $1,000/year, cumulative up to 3 years)
6. Books/Other Professional Expenses (Minimum $1,000) $ _____
7. Other Vouchered/Reimbursable Expenses (Identify) $ _____
   _____

ADDITIONAL REQUIRED PROVISIONS

Vacation (minimum 4 weeks, including 4 Sundays) ____ weeks
Continuing education (minimum 2 weeks) ____ weeks
Paid Family Medical Leave:12 Weeks ____ weeks
(Needs approval from Presbytery's Commission on Pastoral Leadership)

SABBATICAL

Churches are encouraged to provide for sabbatical leave for pastoral leaders in compliance with Presbytery's Sabbatical Leave Policy and Guidelines.
Sabbatical leave: ☐ YES **or** ☐NO. If **YES**, include details of agreement on additional pages.

OTHER PROVISIONS-Include all other forms of compensation, reimbursement, or benefits not listed above. (Please note: pastors who wish to retain copyright of their work product should consult with a tax advisor for tax implications for all parties.)

_____
_____

TERMINATION OF COVENANT AGREEMENT

Should this agreement be terminated prior to its expiration, the pastor shall be provided full compensation and benefits for _____ days (a minimum of 60) from the date of notification of termination, or until the next pastoral call, whichever occurs earlier. The pastor may terminate the agreement with 30 days' written notice, forfeiting any compensation beyond that date.

DATES OF ACTION AND SIGNATURES

I _____ agree to abide by and operate under the Constitution of the Presbyterian Church (USA). I will participate in required trainings as directed by the Commission on Pastoral Leadership (CPL) and the by-laws of the Presbytery of Great Rivers. The Constitution of the Presbyterian Church (USA) requires an annual review of the adequacy of pastoral compensation including conference(s) with the pastor by a responsible committee and approval by the Session. It is required that this Covenant be renewed annually, with an effective date of January 1.

Date of conference with Pastoral Leader: _____ Date of Session action: _____

Clerk of Session (signature required)_____ Date _____

Pastoral Leader (signature required) _____Date _____

Date approved by Commission on Pastoral Leadership _____

This form is for the Presbytery of Great Rivers purposes ONLY.
For Board of Pensions (BOP), please visit https://www.pensions.org/what-we-offer/benefits-guidance
For assistance, consult BOP calculator: https://www.pensions.org/calc/totalSalary
*If you have questions, contact the BOP and your personal tax consultant.

Email this completed form to callsandcovenants@greatriverspby.org.

Revised 1.17.26