

Crossroads Presbyterian Church
70 Cross Road, Waterford, CT 06385

Contract for Stated Pastor

This contract between the Session of Crossroads Presbyterian Church of Waterford, CT (hereinafter, "SESSION") and Reverend Joan Priest (hereinafter, "MINISTER") is for the purpose of establishing a stated pastor relationship.

RECITALS

- a) The parties to this agreement are SESSION, MINISTER and the PRESBYTERY OF SOUTHERN NEW ENGLAND.
- b) MINISTER represents that she is a Minister of Word and Sacrament (formerly Teaching Elder) and a member in good standing of the Presbytery of Southern New England (PSNE).
- c) SESSION represents that its congregation is currently without a pastor, and that it intends to seek a pastor.
- d) MINISTER and PASTOR agree that it will be to the mutual benefit of MINISTER and SESSION to enter into an agreement whereby MINISTER will provide pastoral services while the congregation is seeking a pastor.
- e) SESSION intends that the stated pastor will not engage with the work of the congregation's Pastoral Nominating Committee.

I. RESPONSIBILITIES OF MINISTER

MINISTER will be responsible for providing pastoral services as indicated below:

- Provide leadership for worship, preaching to include Communion to the congregation throughout the contract period. MINISTER will have one (1) Sunday off a month.
- Provide pastoral care and visitations as appropriate and necessary.
- Administer the sacraments of baptism and communion with the approval of Session.
- Prepare for and moderate regular and special meetings of the Session and congregation.
- Serve as liaison for the following committees as requested and agreed: Worship, Christian Education, Personnel, Stewardship, and Finance.
- Provide for prayer gatherings, book study, Bible study, and other worship experiences as agreed with the above committees.
- Act as direct supervisor to staff, providing supervised support and mentorship.
- Officiate at weddings and funerals as requested and agreed.

II. MUTUAL RESPONSIBILITIES OF MINISTER AND SESSION

MINISTER and SESSION will together work on ongoing developments for church in preparation for a called pastor:

- Support the church's endeavors to carry forward with a strategic plan.
- Assist the church to allow for changes in SESSION organization and lay leadership.

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- Support the church's goal to review and revise bylaws and operating procedures to be reflective of changes in structure, membership, and post-pandemic needs.
- Support the transition to ready the church for a called pastor.

III. ACCOUNTABILITY

Under this agreement, MINISTER will be accountable to the SESSION and the PRESBYTERY OF SOUTHERN NEW ENGLAND through its Commission Ministry (hereinafter, "COM"). It is understood that should the MINISTER have difficulties with any former pastor of the congregation, MINISTER will refer the matter promptly to the COM.

IV. AMENDMENT, RENEWAL AND TERMINATION OF AGREEMENT

This agreement is for a period of six (6) months to begin on May 2, 2022 and conclude on October 31, 2022. The agreement may be modified or extended at the request of SESSION and MINISTER, and with the concurrence of the COM. This agreement will terminate following installation of a called pastor. Any party to the agreement may terminate the contract with 30 days written notice.

V. COMPENSATION AND BENEFITS

Session agrees that the terms of this agreement will meet or exceed the standards for ministerial compensation of THE PRESBYTERY OF SOUTHERN NEW ENGLAND, as they may from time to time be amended.

Session agrees to hire the MINISTER as a Stated Pastor on a part-time basis according to the following terms:

Compensation – Presbytery of Southern New England

Church name: **Crossroads Presbyterian Church**

Pastor: **Rev. Joan Priest**

Vacation: **2 Weeks**

Study Leave: **1 Week**

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1. Cash Salary		\$7000.00	
2. Housing Allowance, utilities, and furnishing allowances		\$20,000.00	
3. Employing organizations contributions to 403 (b)(9) plans, tax-sheltered annuity plans and equity allowances		\$ n/a	
4. Bonus a. All unvouchered allowances b. Gifts from employing organizations c. Manse equity allowances and grants d. Bonus (report year paid_____)		\$ n/a	
5. SECA – Self Employment Contributions Act a. SECA Basis: .9235 SECA tax: 15.3 % b. (for reimbursement in excess of 50% of the minister’s SECA tax obligation)		\$2060.00	
6. Other (including co-payment and medical reimbursement allowances) This does not include expenses reimbursed through vouchers or Benefits Plan dues. a. Continuing Education b. Auto and Travel	\$500.00 \$1,000.00	\$1500.00	
7. Manse amount		\$ n/a	
8. Total Effective Salary (total of line 1-7)		\$30,560.00	
Part B – Additional Information for Presbytery			
9. Benefits Plan Dues		\$ n/a	
10. Additional Reimbursements (non vouchered)		\$n/a	
11. SECA Allowance (Up to 50% of estimated obligation)		\$ n/a	

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12. Optional group plan for medical deductibles, coinsurance and dental)		\$ n/a	
13. Total Terms of Call			\$30,560.00

Number of hours/week: 25 hours/week. Hours above the monthly average of 100 hours will be reimbursed at a rate of \$55.00/hour.

Part A- Aligns with Board of Pensions form enr - 111

COMPENSATION FOLLOWING TERMINATION

If MINISTER is not hired on the date of termination of this contract, neither SESSION nor the PRESBYTERY OF SOUTHERN NEW ENGLAND shall have any responsibility to continue payment of compensation or benefits.

VI. FORMATION OF CONTRACT

This contract will become effective when signed below by MINISTER and authorized representatives of SESSION and COM.

MINISTER: _____ DATE: _____

SESSION: _____ DATE: _____

COM: _____ DATE: _____

The Session at Crossroads Presbyterian Church of Waterford, CT, at a properly called meeting on _____, at which a quorum was present, approved this contract and authorized _____ to sign this contract to signify its approval.

CLERK OF SESSION: _____ DATE: _____

The Commission on Ministry of the PRESBYTERY OF SOUTHERN NEW ENGLAND, at a properly called meeting on _____, at which a quorum was present, approved this contract and authorized _____ to sign this contract to signify its approval.

CHAIR, COMMISSION ON MINISTRY _____ DATE: _____