Presbytery of Lake Huron

Covenant with Temporary Supply Pastor

In accordance with G-2.05b of the *Book of Order*, the Session of Holly Presbyterian Church, Holly, Michigan renews an agreement with Rev. Chris Thomas to serve the above congregation.

The Session, being satisfied with your qualifications and trusting that your ministry in the Gospel will be to our spiritual benefit, is agreed upon the following covenant:

1. That Rev. Chris Thomas will begin another year of service on March 1, 2026 and will be accountable to the Session, and responsible to the Presbytery through the Commission on Ministry during the period of this covenant agreement. This agreement is for a period of 12 additional months, after which it may be extended on a recommendation of the Commission on Ministry and approval by the Presbytery. This agreement may be terminated by either party on 30 days written notice.

2. This covenant agreement is for part-time pastoral leadership. Responsibilities will be as follows: (the Session shall provide a list of specific duties to be performed. If the position is part-time, the number of hours per week shall be specified.) SEE THE ATTACHED ADDENDUM

Responsibilities (Check those that apply to your situation)

_____ Lead worship and preach _____ times each month
_____ Session Meetings/Committee Meetings
_____ Administrative Tasks
_____ Pastoral Care
_____ Bible Study/Sunday School/Confirmation Class

Other Duties: _____

_____

Time Expectations (per week) 35 HOURS PER MONTH; SEE THE ATTACHED ADDENDUM

Specific Days in Ministry (if applicable) _____

3. The terms of this covenant agreement shall be:

Compensation* (as applicable)

Cash Salary: _____

Housing Allowance: **$1,000/MONTH**

Benefits in Addition to Cash Salary

PCUSA Pension Dues _____

Medical Coverage _____

Social Security/Medicare (employer's share)
(Multiply Cash Salary by 0.0765)_ _____

Accountable Business Reimbursements

Telephone calls _____

Continuing Education **$650/YEAR**

Book Allowance _____

Travel Reimbursement @ current IRS rate **.725/MILE**

Other: **$500/YEAR PROFESSIONAL EXPENSES**

Non-cash Benefits

Annual Vacation minimum is four (4) weeks including four (4) Sundays.

Annual Study Leave is two (2) weeks including two (2) Sundays.

**Important Effective July 9, 2023, all minister terms of call shall include, at a minimum, "provision for a minimum of twelve weeks paid family medical leave." Book of Order, G-2.0804.

4. A mutual evaluation of the relationship between the Session and the pastor will occur after three months of service. An appropriate committee of Session may represent the Session in the evaluation process.

5. At the termination of the agreement, the Session and the pastor agree to participate in an evaluation of the period of service by the pastor.

CERTIFICATIONS

A. This Covenant Agreement was approved by the Session on **Jan. 22, 2026**

Jim Lyles
Clerk of Session

B. This Covenant Agreement was approved by the Commission on _____

_____

Chairperson, Commission on Ministry and Ministry Preparation

ACCEPTANCE

This is to certify that I accept this Covenant Agreement and agree to serve as **Temporary Supply Pastor**.

_____ _____

(Date) (Signature)

Addendum to Covenant Agreement for Temporary Relationships

Holly Presbyterian Church and Chris Thomas

Terms:

- Salary items:
  - Housing allowance of $1000/month
  - Two (2) weeks study leave time including two (2) Sundays
  - Four (4) weeks vacation time including four (4) Sundays
  - Twelve (12) weeks family leave

- Reimbursable items:
  - Travel reimbursement at the approved IRS rate (currently $0.725/mile)
  - Study leave allowance of $650
  - Professional expense allowance of $500

Expectations:

- Chris would work 35 hours/month.
- Responsibilities:
  - Sunday sermon
  - Monthly communion
  - Extra days of Maundy Thursday (with communion) and Christmas Eve. Possibly another.
  - Moderate session
  - Meet with the Worship team and provide Christian Education support (estimated quarterly)
  - Emergency pastoral care
- Time split (approximate):
  - Worship/communion - 7 hours
  - Session - 1.5 hours
  - Meetings - 1.5 hours
  - Sermon preparation, emergencies - 25 hours