COVENANT AGREEMENT FOR TEMPORARY RELATIONSHIP, 2026

In Accordance with G-2.05b of the *Book of Order,* the Session of First Presbyterian Church, Beaverton, Michigan enters into an agreement with Commissioned Ruling Elder (CRE) Jon Essex to serve the above congregation as temporary supply.

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 CRE Jon Essex will begin service on 1, January 1, 2026 and will be accountable to the Session, and responsible to the Commission on Ministry during the period of this covenant agreement. This agreement is for a period of 12 months, ending December 31, 2026, 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 temporary pastoral leadership and 3 hours in Church Office per week.
   Responsibilities will be as follows:

   Administrative Duties:
   Moderate Session and congregational meetings
   Be a resource to committees of Session
   Hold regular 3 office hours (1 day/week)

   Worship Leadership:
   Lead worship, preach and administer the Sacraments
   Conduct funerals, weddings and baptisms as needed; Funerals & Weddings paid by Family.

   Pastoral Care:
   Visit shut-ins and hospitalized members
   Take home communion in conjunction with the Deacons
   Work closely with the Deacons in carrying out the care ministry of the church
   (can be carried out as part of office hours)

   Christian Nurture:
   Demonstrate a strong commitment to help develop programs to encourage and promote the growth of the church
   Provide spiritual development
   Provide support to the Christian Education program
   Lead Bible studies and/or teach as needed

   Characteristics of Qualifications:
   The First Presbyterian Church of Beaverton sees our congregation as a family. We are seeking a CRE willing to be in relationship with us, to teach, guide and support us by walking with us in our walk with God.

3. The terms of this covenant agreement shall be: (per Presbytery Guidelines

Salary Items

Cash Salary $375 Sunday Service Office hours (3hrs)/pastoral care)
Moderate Session/Congregational Meetings $50 per meeting.
Vacation time of three (3) weeks including two (3) Sundays
Family leave up to 12 weeks on an annual basis.

Annual Reimbursable Items

Travel at IRS rate ($0.70/ mile for2026) up to $300
Phone calls $360.00
Professional expenses $600.00
1 week Study leave an 1 Sunday on an annual basis.

4. A mutual evaluation of the relationship between the Session and the CRE will occur as needed. An appropriate committee of Session may represent Session in the evaluation process.

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

CERTIFICATIONS

A. This Covenant Agreement was approved by Session on 11-9-2025

Caroline Johnson
Clerk of Session

to Presbytery 11-2025

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

_____
Chairperson, Commission on Ministry

C. This Covenant Agreement was approved by the Presbytery on _____

_____
Stated Clerk

ACCEPTANCE

This is to certify that I accept this Covenant Agreement and agree to serve as Supply at First Presbyterian Church, Beaverton, Michigan.

11/13/2025
(Date)

Jon Esp
(Signature)