ST. ANDREW'S PRESBYTERIAN CHURCH
P.O. Box 386
8192 Davison Road
Davison, Michigan 48423-0386
Phone: 810-653-6824
www.StAndrewsDavison.org
Reverend Linda L Graham, Pastor

December 22, 2025

Presbytery of Lake Huron
P O Box 6129
Saginaw, MI 48608-6129

Commission on Ministry

Please find enclosed signed Covenant with Temporary Supply Pastor Linda L. Graham and St. Andrew's Presbyterian Church - Davison for 2026.

Should you require any additional information please contact me. When approved I would appreciate a signed copy for our files.

Judith Anne Bernethy
Clerk of Session

Presbytery of Lake Huron

Covenant with Temporary Supply Pastor

In accordance with G-2.05b of the *Book of Order*, the Session of ST. ANDREW'S Presbyterian Church, DAVISON, Michigan enters into an agreement with LINDA L. GRAHAM 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 LINDA L. GRAHAM will begin service on JAN. 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 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 (**full** / **part-time** (circle one) 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.)

Responsibilities (Check those that apply to your situation)

- ✓ Lead worship and preach 4 times each month
- ✓ Session Meetings/Committee Meetings
- ✓ Administrative Tasks
- ✓ Pastoral Care
- ✓ Bible Study/Sunday School/Confirmation Class

Other Duties: _____

Time Expectations (per week) 40 HOURS

Specific Days in Ministry (if applicable) N/A

3. The terms of this covenant agreement shall be:

Compensation* (as applicable)

Cash Salary: 25,000 -

Housing Allowance: 22,000 -

Benefits in Addition to Cash Salary

PCUSA Pension Dues N/A

Medical Coverage (ESTIMATES) 3,500 -

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

IRA ALLOWANCE 4,000 -

Accountable Business Reimbursements

Telephone calls _____

Continuing Education _____

Book Allowance _____

Travel Reimbursement @ current IRS rate _____

Other: _____

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 DECEMBER 17, 2025

Judith Ann Bernathy
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**.

Dec. 21 2025
(Date)

Linda L. Graham
(Signature)