Presbytery of Lake Huron

Covenant with Temporary Supply Pastor

In accordance with G-2.05b of the *Book of Order*, the Session of First Presbyterian Church, Ithaca, Michigan enters into an agreement with Mark Morningstar 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 Mark Morningstar will begin service on January 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)

__X__ Lead worship and preach 3 times each month
__X__ Session Meetings/Committee Meetings
__X__ Administrative Tasks
__X__ Pastoral Care
__X__ Bible Study/Sunday School/Confirmation Class

Other Duties: 4 hours of office time per week, visit congregation members and make emergency pastoral care visits, give monthly activity reports to Session_____

_____

Time Expectations (per week) 20 Hours_____

Specific Days in Ministry (if applicable) _____

3. The terms of this covenant agreement shall be:

Compensation* (as applicable)

Cash Salary: $42,000_____

Housing Allowance:_____

Benefits in Addition to Cash Salary

PCUSA Pension Dues	$ 0_____
Medical Coverage	$ 0_____
Social Security/Medicare (employer's share) (Multiply Cash Salary by 0.0765)_	$ 0_____

Accountable Business Reimbursements

Telephone calls	_____
Continuing Education	$1,000
Book Allowance	$ 500_____
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 six 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 _____

_____
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**.

11-13-2025
(Date)

(Signature)