A Covenant Agreement for Ministers of the Word & Sacrament in Permanent Stated Relationships

St. Andrew's Presbyterian Church of Davison, Michigan
And
Presbytery of Lake Huron
And
The Rev. Linda Louise Graham

The Session of St. Andrew's Presbyterian Church, 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 Louise Graham will continue service January 1, 2025, and will be accountable to the Session, and responsible to the Presbytery through the Commission on Ministry during this covenant relationship. This Agreement is for a period of 12 months (through December 31, 2025). Thereafter, the Agreement may be renewed annually by the agreement of all parties. It may be cancelled by Rev. Graham with 60 days' written notice to both the Session and the Commission on Ministry. It may not be cancelled by the Session without the consent of the Commission on Ministry. The Commission on Ministry may require terms of severance for termination or non-renewal without cause, consistent with the policies and practices of the Presbytery.

2. This covenant agreement is for full time pastoral leadership. Responsibilities will be as follows:

   Word and Sacrament

   A. Maintain a regular program of study and prayer to enable planning and conducting meaningful worship services.
   B. Prepare for and conduct worship services, serve communion, perform baptisms, and lead in proclaiming the Gospel to the church and community.
   C. Call the congregation to personal faith in Christ, spiritual growth, and service through biblically grounded sermons and teaching.
   D. Prepare congregants for membership in the church, including leading membership preparation class.
   E. Commit to study in order to prepare for improvement in preaching, counseling, teaching, and administration.

   Pastoral

   A. Create a church culture that embodies Christ's example of servant leadership to the congregation.
   B. Support and encourage participation in mission.
   C. Visit the ill in homes and hospitals. Visit members and prospects, leading the membership in a visitation program.
   D. Conduct premarital, family, bereavement, counseling sessions, etc., as needed. Advise other professional help when needed.
   E. Conduct funeral/memorial services and perform wedding ceremonies.
   F. Lead in social outreach to the community.

Administration

A. Supervise other members of the church staff according to staff organization.
B. Serve as Moderator of the Session, developing and strengthening the organization of the Session.
C. Partner with elected church leadership to communicate vision and direction.
D. Work with the Session and Committees in performing assigned responsibilities. Be available for and lead in training as needed.

Representation to the Community, Presbytery, and the Larger Church

A. Serve as a representative of the church in community matters.
B. Participate in the meetings/duties/ministry of the Presbytery.
C. Report to the Session on the activities of the Presbytery and the national denomination.
D. Strengthen and continue ties with Presbytery, Synod, and General Assembly.

3. The Annual Terms of this covenant agreement shall be:

Salary Items

Cash Salary	$25,000.00
Housing Allowance	$22,000.00
IRA Allowance	$ 4,000.00
Health Insurance (Estimated)	$ 3,500.00

Annual minimum required study leave time of fourteen days, which includes two Sundays
Annual minimum required vacation time of 28 days, which includes four Sundays
Paid family medical leave for 12 weeks.

Reimbursable items

Travel Reimbursement – Current IRS rate is $.67 per mile

Study Leave Allowance	$ 650.00
Reimbursable Expenses (by voucher)	$1,350.00

Unused study leave time and money may accrue up to three years' equivalent of six (6) weeks / $1,950 during the period of employment.

4. A mutual evaluation of the relationship between the Session and the Pastor, as well as the adequacy of compensation will occur at least annually. An appropriate committee of the 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 conducted by the Commission on Ministry.

CERTIFICATIONS

A. This Covenant Agreement was approved by the Session of St. Andrew's Presbyterian Church on November 20, 2024

Judith Anne Bernitsky
Clerk of Session

B. This Covenant Agreement was approved by the Commission on Ministry on behalf of the Presbytery of Lake Huron on _____.

_____
Chairperson, Commission on Ministry

C. The completed Covenant Agreement was received by the Presbytery on _____

_____
Stated Clerk

ACCEPTANCE

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

November 27, 2024
(Date)

Linda L. Graham
(Signature)