COVENANT AGREEMENT FOR TEMPORARY RELATIONSHIPS

In accordance with G-2.05b of the *Book of Order,* the Session of Ithaca First Presbyterian Church, Ithaca, Michigan enters into an agreement with Rev. Dr. Susan Sickelka to serve the above congregation as **interim / supply** (please circle one).

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. Dr. Susan Sickelka will begin service on October 1st, 2023 and will be accountable to the Session, responsible to the Presbytery through the Commission on Ministry/Ministry Prep and approval by the Presbytery. The initial length of this agreement is for 12 months. At 9 months into the agreement (June 30, 2024), by mutual consent, additional 3 month increments can be added onto the original 12 month agreement, not to exceed a maximum of 18 months total. Of course, COMMP recommendation and Presbytery approval is also necessary. This agreement may be terminated by either party at any time on 30 days written notice.

2. This covenant agreement is for **full / part-time** (circle one) pastoral leadership. Responsibilities will be as follows:
   - -Part-Time status is understood to be approximately 18 hours per week year-round (48 weeks).
   - -Responsibilities will be as follows: – Moderating Session + congregational meetings
     - -Worship preparation and leadership for three Sundays per month,
     - -3 to 4 hours per week of onsite office time,
     - -Visits to congregation members,
     - -Pastoral Care, as requested, for members → Emergency Pastoral care
   - -To increase clarity for everyone, Rev. Dr. Sickelka is asked to present an approximate schedule to Session each month. This will help to guide both her and Session in setting priorities.
   - -Session, or an appointed member, is responsible for scheduling speakers for the Sundays when Rev. Dr. Sickelka does not preach.
   - -Other than cooperative work with staff and volunteers, Rev. Dr. Sickelka is not considered their direct supervisor.

3. The terms of this covenant agreement shall be:
   - -$3,750 gross per month
     - -1st Presbyterian Church of Ithaca will pay Health/Dental premiums directly to her existing insurance account with Blue Cross/Blue Shield. This is to be paid at the beginning of each quarter.

*Because Rev. Dr. Sickelka's husband, Rev. David Sickelka, is already serving as an Interim minister in the United Church of Christ, and their insurance is currently being paid through that congregation, special arrangements must be made during the time of overlap. During their concurrent ministries 1st Presbyterian Church will reimburse one half of the insurance amount directly to Peoples Church, Flint. The balance of what would be insurance expense will be paid to Rev. Susan Sickelka as salary. She is responsible to keep 1st Presbyterian Church informed of any changes.

-Mileage is reimbursable at the approved IRS rate, and will be paid monthly for miles driven on behalf of the ministry of 1st Presbyterian Church. This is not to include any miles considered commuting from Rev. Dr. Sickelka's home in Mt. Pleasant.

- Needed supplies for completion of covenant agreement duties are reimbursable upon presenting a receipt.

-Rev. Sickelka will be paid $100 for all Session meetings that she attends and/or moderates. The stipend will cover both the meeting and mileage.

4. A mutual evaluation of the relationship between the Session and the pastor will occur after 6 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 COMMP on _____

_____
Chairperson, COMMP

C. This Covenant Agreement was approved by Presbytery on _____

_____

Stated Clerk

ACCEPTANCE:

This is to certify that I accept the Covenant Agreement and agree to serve as **Interim / supply.**

_____ _____

Date Signature