COVENANT AGREEMENT FOR TEMPORARY RELATIONSHIPS

Session Approved 10-22-23

In accordance with G-2.05b of the *Book of Order*, the Session of Tawas Area Presbyterian Church, East Tawas, Michigan enters into an agreement with The Reverend Susan Colette Hand to serve the above congregation as Part-time 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 The Reverend Susan Colette Hand will begin service on January 1, 2024 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 upon Session approval and a recommendation to 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 part-time supply pastoral leadership. Compensation, Responsibilities, and Other Duties will be as follows:

Compensation:

Cash Salary:	$20,000.00
Housing Allowance:	$15,000.00
Mileage:	Current IRS Business Standard Mileage Rate
Vacation:	4 weeks (non-consecutive) including Sundays
Family Leave:	Up to 12 weeks
Continuing Education:	3 weeks including Sundays
Reimbursable items:	Study leave allowance and other professional expenses.

Responsibilities:

Lead worship and preach
Pastoral visitation (home/hospital/nursing home/office visits)
Administer the Sacrament of the Lord's Supper and Baptism
Funerals/Memorials
Perform marriages (with pre-marital classes)
Moderate Session meetings (upon completion of training by Presbytery)

Other Duties:

Provide support/guidance to Care Committee
Attend church committee meetings
New member classes
Ministering congregational needs such as bereavement and counseling
Youth Day Camp

Time Expectation:

Approximately 25 hours per week.

3. 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.

4. 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

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 Part-time Supply.

11-1-2023

(Date)

Rev. Susan Hand

(Signature)