

**NEW CHURCH DEVELOPMENT
CONTRACT BETWEEN (_____)
AND
THE PRESBYTERY OF NEW COVENANT**

The following contract between the Presbytery of New Covenant and the Rev. (NAME) is for the purpose of providing services as listed below to the Presbytery.

MINISTRY MISSION:

To design and prepare for a Presbyterian (NAME OF MINISTRY) New Church Development in the Houston area.

ELEMENTS:

The Rev. (NAME), (NOT) a member of New Covenant Presbytery will:

- Serve as Pastor/Evangelist to the above noted Ministry in Houston.
- Work with the Ministry Task Force to develop a mission design for the new congregation and include projecting leadership and facility needs.
- Be responsible for weekly Bible study leadership with individuals who can serve as the core of the new congregation.
- Be responsible for weekly worship leadership, preaching, pastoral counseling and evangelism leadership to the Ministry.
- **Seek on-going coaching from a trained NCD coach**
- If not a member, work toward becoming a member of Presbytery.

GOALS FOR THIS MINISTRY:

To become a fully organized, self-supporting Presbyterian Church by:

- Drawing people into the faith community and encouraging them to become followers of Jesus Christ in the reformed tradition.
- Developing leaders for the varied works of the Ministry.
- Establishing record keeping procedures as required by presbytery.
- Adhere to the presbytery's Guidelines for New Church Development.

ACCOUNTABILITY:

During the length of this agreement, the Pastor/Evangelist will:

- Be accountable to the New Church Development Committee

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- through the NCD Liaison person.
- Meet monthly with the Task Force/Steering Committee to report on the work of the Ministry and receive direction and support.
- Attend meetings of the New Church Development Committee as requested.
- **Attend meetings of the New Church Pastors in the presbytery as available.**
- Provide written updates and reports to the NCD Committee as required.

DURATION & TERMINATION:

This agreement is for **Full time/___ (part) time work** for a period of 12 months beginning **(START DATE) through (END DATE)**. This agreement may be terminated by the Pastor/Evangelist or by the New Church Development Committee upon 30 days dated written notice. Upon receipt of such notice, salary and benefits shall be honored and prorated until the final date of termination. This contract may be extended in twelve-month periods with possible adjustments in the terms and conditions.

At the conclusion of the agreement, the Pastor/Evangelist agrees to provide an evaluation of this Ministry.

TERMS:

The New Church Development committee of New Covenant Presbytery may not be able to offer financial assistance, however if the Pastor/Evangelist is employed **Full Time/___ (Part) Time** they will be compensated a total of \$ _____ and distributed as follows:

| | |
|--|----------|
| BASE SALARY | \$ _____ |
| HOUSING ALLOWANCE | \$ _____ |
| PENSION/MEDICAL CARE | \$ _____ |
| SOCIAL SECURITY | \$ _____ |
| TRAVEL & AUTO Per IRS rate of reimbursement | \$ _____ |
| PROF.DEVELOPMENT ALLOWANCE | \$ _____ |
| [Cumulative for 3 years] | |

VACATION: **One month paid vacation annually (4 Sundays)**, included in the above compensation.

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PROFESSIONAL DEVELOPMENT LEAVE: **Two weeks paid study leave for the one-year period** of this contract. Additional leave of three days will be granted only for participation in the New Covenant Presbytery Clergy Retreat (this is not cumulative).

The adequacy of these terms will be reviewed by the New Church Development Committee in advance of the preparation for the **(NEXT YEAR)** budget.

AGREED AND ACCEPTED BY:

Pastor's Signature:

Chairman, NCD or NCD Task Force:

The Rev. **(Name)**

(Name), NCD Chair

Date: _____

Date: _____

Date Approved by NCD Committee

Date Approved by Committee on Ministry

Date Submitted to Personnel & Operations

Cc: Forbes Baker

Sharon Darden