

PRESBYTERY OF NEW COVENANT  
NEW CHURCH DEVELOPMENT/NEW WORSHIPPING COMMUNITIES  
PASTOR CONTRACT

This contract between the Rev. \_\_\_\_\_ and the Presbytery of New Covenant is for the purpose of providing services as listed below to the Presbytery.

**MINISTRY MISSION**

To design and prepare for a Presbyterian New Church Development OR New Worshipping Community in the Houston area, to be called \_\_\_\_\_.

**ELEMENTS**

The Rev. \_\_\_\_\_, a member of \_\_\_\_\_  
Presbytery will:

1. Serve as Pastor/Evangelist to the above noted Ministry in the Houston area.
2. Work with the Ministry Task Force to develop a mission design for the new congregation and include projecting leadership and facility needs.
3. Be responsible for weekly Bible study leadership with individuals who can serve as the core of the new congregation.
4. Be responsible for weekly worship leadership, preaching, pastoral counseling and evangelism leadership to the Ministry.
5. Seek on-going coaching from a trained NCD coach
6. 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 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.
- 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 \_\_\_\_\_ **through** \_\_\_\_\_.

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

COMMITTEE ON MINISTRY CONTRACT (Revised 10/2013)

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.

**COMPENSATION**

The New Church Development committee of New Covenant Presbytery may not be able to offer financial assistance. If the Pastor/Evangelist is employed Full Time \_\_\_ / Part Time \_\_\_ s/he will be compensated as follows:

**A. Effective Salary**

Cash Salary(can include 403(b)(9) employee deferral ) \$ \_\_\_\_\_

Housing Allowance \$ \_\_\_\_\_

403(b)(9) Employee and Employer Contribution  
(accrues BOP Credits) \$ \_\_\_\_\_

Social Security Supplement  
(amount that exceeds 65% of salary + housing) \$ \_\_\_\_\_

**TOTAL Effective Salary:** \$ \_\_\_\_\_  
(must meet Presbytery's minimum Terms of Call)

**B. Reimbursements**

Travel (per IRS rate) \$ \_\_\_\_\_

Training (Study Leave) \$ \_\_\_\_\_

Telephone \$ \_\_\_\_\_

Books/Professional Expense \$ \_\_\_\_\_

403(b)(9) Employer Match (No Pension Credits) \$ \_\_\_\_\_

**Non Cash Compensation**

Vacation @ 4 weeks (includes Sundays)

Study Leave @ 2 weeks (includes Sundays)

Clergy Retreat @ 3 days = +\$250 to Study Leave \$ \_\_\_\_\_

Other \$ \_\_\_\_\_

**TOTAL COMPENSATION (A + B)** \$ \_\_\_\_\_  
(must meet Presbytery's Minimum Terms of Call)

**C. Board of Pension Dues**

Effective Salary X requisite BOP rate \$ \_\_\_\_\_

**TOTAL FINANCIAL PACKAGE (A + B + C)** \$ \_\_\_\_\_

AGREED AND ACCEPTED BY

COMMITTEE ON MINISTRY CONTRACT (Revised 10/2013)

Pastor's Signature \_\_\_\_\_ Date \_\_\_\_\_

Printed Name \_\_\_\_\_

Contact Information (phone/email) \_\_\_\_\_

Chairman, NCD or NCD Task Force \_\_\_\_\_ Date \_\_\_\_\_

Printed Name \_\_\_\_\_

Contact Information (phone/email) \_\_\_\_\_

Date Approved by NCD Committee \_\_\_\_\_

Date Approved by Committee on Ministry \_\_\_\_\_

Date Submitted to Personnel & Operations \_\_\_\_\_

Cc: Director of Business Affairs; Coordinator for the Committee on Ministry; Committee on Ministry