



THE PRESBYTERY OF
LOS RANCHOS

TRANSITIONAL PASTOR CONTRACT

The following Contract Agreement between

The Session of _____ Presbyterian Church
of _____, California

And

The Reverend _____

And

The Presbytery of Los Ranchos through its Committee on Ministry

Is for the purpose of providing Transitional Pastoral services to
_____ Presbyterian Church
of _____, California
within the bounds of The Presbytery of Los Ranchos

1) TYPES OF TRANSITIONAL MINISTRY:

Please select one:

- Intentional Transitional Pastor (ITP)
 Bridge Pastor
 Supply Pastor

2) GOALS FOR THIS MINISTRY:

Please list goals and duties for this transitional pastor:

3) ACCOUNTABILITY:

During the length of this Contract, the Transitional Pastor shall be accountable to the Session and to the Presbytery of Los Ranchos through its Committee on Ministry. The Session agrees to participate in a process for reviewing the Transitional Pastor's performance and the church's progress in the transition in accordance with the procedures adopted by the Presbytery Committee on Ministry.

4) CANDIDACY:

Transitional pastors may be considered as candidates for the installed position as a part of a fair and open search, per the requirements of the Book of Order, G-2.0504c.

5) LENGTH OF SERVICE:

The Session, the Transitional Pastor, and the Committee on Ministry agree that this Contract shall be for _____.

This is a _____ full time;
_____ part time, position. Hours per week: _____,
beginning (date) _____ through (date) _____.

6) TERMS OF CONTRACT:

The Transitional Pastor will be compensated as follows:
(Begin typing amounts just to the right of the "\$" and amounts will line up)

Salary	\$
Housing allowance	\$
Pension	\$
Medical deduction (reimbursable)	\$
Dental benefits (reimbursable)	\$
Social Security	\$
Auto allowance (reimbursable)	\$
Study leave allowance (Reimbursable)	\$
Other (reimbursable)	\$

Study leave: 2 weeks annually

Vacation: 30 calendar days annually

Moving: Should it become necessary for the Transitional Pastor to relocate, the Session agrees to pay reasonable moving costs.

7) EXIT PROVISIONS AND COMPENSATION CONTINUATION

Bridge/Supply Pastor

Thirty days' notice shall be given by either party to end the contract before the agreed upon date. Severance will not be provided.

Intentional Transitional Pastor

Recognizing that a Minister in an Intentional Transitional Pastoral Relationship may be placed at an economic disadvantage if employment is terminated prior to completion of the contract, the following covenant is made between the Session, the TP, and the Presbytery through its COM to provide clear requirements for all parties.

- 1. ITP Initiated.** The ITP may terminate this agreement with 30 days written notice and with no compensation continuation provision following the termination of the ITP Pastor Relationship.

2. Session Initiated:

[Select #2a, #2b, or #2c, as applicable, or as each might be modified as agreed by the Session, the TP and COM.]

2a. Session Initiated: For Original Month-to-Month Contract (No Stated Term). The session may terminate the agreement at any time upon 30 days advance written notice and approval of COM, with no compensation continuation provision.

2b. Session Initiated: For Original Stated Term of Less than Twelve Months. The session may terminate the agreement at the end of the stated term upon 30 days advance written notice and approval of COM, with no compensation continuation provision.

2c. Session Initiated: For Original Stated Term of Twelve Months and any Renewals Thereof or Month-to-Month Extensions Thereafter: The session may terminate the agreement at the end of the original stated term, at the end of any renewal term, or during any month-to-month extensions, including any session request that the ITP continue until the arrival of the called, installed pastor, upon 30 days advance written notice and approval of COM. The church shall then pay the ITP an additional 90 days of effective salary and Board of Pensions coverage beyond the termination date, provided the ITP is not receiving retirement benefits and is not eligible for retirement benefits, and provided further that any compensation received by the ITP from another church employer during the 90 day period shall be offset against the effective salary otherwise payable by the church.

3. Non-Renewal of Twelve Month Contract: The Session may elect to not seek extension of a Twelve Month Contract (with the intention that the Twelve Month Contract will terminate at the end of the Twelve Month Term) with 60 days advance written notice of non-renewal to the ITP and COM. The notice (or failure to extend the contract) shall include a provision for allowance for time for relocation search during the balance of the contract. If the Session does not give such a non-renewal notice prior to the end of the tenth month, then the Session, the ITP and COM will act promptly thereafter to extend the contract on mutually satisfactory terms. In the event of nonrenewal, if the ITP has not secured a new position by the end of 60 days from notification of non-renewal, and provided the ITP is not receiving or is not eligible for retirement benefits, the Church shall continue effective salary and Board of Pensions coverage for an additional 30 days beyond the termination date or until succeeding interim employment is secured, whichever comes first.

4. Notes:

- a. Severance compensation will be paid at the same rate of payment and date of payment during the Intentional Transition Pastoral Relationship.
- b. Severance is considered Effective Salary for Board of Pension purposes.

8) ATTEST:

_____	, Transitional Pastor	Date: _____
_____	, Clerk of Session	Date: _____
_____	, Committee on Ministry	Date: _____
_____	, Stated Clerk	Date: _____

Please request the template for the Transitional Pastor Contract from the Presbytery office at cbridgeman@losranchos.org.