Covenant for a Transitional Pastor

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.) Covenant for a Temporary Pastoral Relationship as

Transitional Pastor

The Session of the First Presh	oyterian Church ofJackson
Ohio, being well satisfied with your qualifications for ministry and of Holy Spirit as one whose service will be profitable to the spiritual in Kingdom of our Lord, earnestly and solemnly covenants with teach	aterests of our church and fruitful for the
Shelley Wiley	
to undertake work as Transitional Pastor of this congregation, for a Nov 15, 2019 This covenant is for 100 percent renewed with the concurrence of the session, the Presbytery of Scalife, and the teaching elder. This covenant may be terminated by the session of the session of the presbytery may terminate this covenant may be terminated by the session of the presbytery may terminate this covenant may be terminated by the session of the presbytery may terminate this covenant may be terminated by the session of this congregation, for a new terminate with the session of this congregation, for a new terminate with the session of this covenant is for 100 percent may be terminated by the session of the sessio	t of full-time. This covenant may be sioto Valley Commission for Congregational
If the teaching elder is not currently a member of the Presbytery of member of the Presbytery of Scioto Valley upon release from his/h. Presbytery of Scioto Valley.	Scieta Vallay ha ar sha will harry
It is understood that the Transitional Pastor is accountable to the F Professionals and will provide written reports about his or her minis the Commission and the Session in an evaluation of this ministry a	Str/ AVARY three months and norticinate with
It is understood that the Transitional Pastor is not eligible to be call	led as Pastor. (G-2.0504b)
The primary goals for this transitional ministry are to work with the tasks" of transitional ministry:	congregation on the five "developmental
 Coming to terms with history Discovering a new congregational identity Facilitating shifts in lay leadership and changes in congrestional linkages Rethinking and renewing denominational linkages Preparing for new pastoral leadership and a new future 	regational power structures
The transitional pastor will fulfill the following responsibilities:	
1. Preaching and leading worship, including special services	and celebrating the sacraments
2. Pastoral care, including hospital visitation, weddings, and	funerals ·
3. Administration, including moderating session and working	with church committees as needed
4	
5	
6	

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Presbytery of Scioto Valley (9/13)

8.		No.	
The Transitional Pastor will serve as	Moderator of Session	X_ Yes	No
Unless the Commission for Congregatis behalf, the Transitional Pastor sha providing opportunities for them to co	all not be involved in th	e work of the Pastor N	ominating Committee beyond
This covenant is expressly made s Valley and the provisions therein of misconduct. All parties to this cor	oncerning leave of a	bsence upon receipt	f the Presbytery of Scioto of an allegation of sexual
We promise you in the discharge of y That you may be free to devote yours obligate ourselves to pay you during (90) percent of the previously installe regular monthly or semi-monthly pay	self fully to the ministry the term of this covens d pastor's compensati	of Word and Sacrame ant the following compo on), stated in annualize	ent among us, we promise and ensation (not less than ninety ed amounts. to be paid in
Effective Salary	Pro	ofessional Expenses	Reimbursements* .
Cash Salary	\$51000 A	ofessional Expenses auto Expense (current l	RS rate) # 0,58/Mile
Cash Salary Fair Rental Value of Manse	\$51,000 A 9,000 B	uto Expense (current l usiness/professional e	RS rate) # 0,58/M/6 expense 500
Cash Salary Fair Rental Value of Manse Housing Allowance	\$51,000 A 9,000 B	uto Expense (current l usiness/professional e ECA Supplement (up	RS rate) # 0,58/Mile expense 500
Cash Salary Fair Rental Value of Manse	\$51,000 A 9,000 B S	uto Expense (current l usiness/professional e	RS rate) # 0,58/M/6 expense 500
Cash Salary Fair Rental Value of Manse Housing Allowance Utility Allowance	\$51,000 A 9,000 B S	uto Expense (current l usiness/professional e ECA Supplement (up continuing Education	RS rate) # 0,58/Mile expense 500

By the Session
This covenant has been approved by the Session of the FIRST PRESBYTERIAN Church of JACKSON Ohio.
Date of Action 10/29/2019 Signature CLL Mult
By the Commission for Church Professionals
This covenant has been approved by the Commission for Church Professionals of the Presbytery of Scioto Valley.
Date of Action 11/11/19 Signature Quy Mollick
Date of Action Signature Stated Fire
By the Teaching Elder
I hereby accept this covenant and the terms and conditions contained herein.
Date of Acceptance 10/28/2019 Signature Skull 1 Willy Teaching Elder
[NOTE: Four copies of the covenant are to be prepared and signed by the clerk of session and teaching elder. Deliver the copies to the presbytery stated clerk for presbytery approval. When all signatures are completed, copies will be distributed to the teaching elder, the clerk of session, and the Presbytery of Scioto Valley, and the presbytery of membership (if other than Scioto Valley).]

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.) Covenant for a Temporary Pastoral Relationship by a

Ruling Elder Commissioned to Pastoral Service

Th	e Session of the	Fredericktown Fire	st Presbyterian Chur	ch of	Fredericktown
	nio, hereby request lley, that ruling eld	•	of the Committee on Ministry	of the Pr	esbytery of Scioto
		Christi	ne A. Burns, C.R.E.		
be	commissioned for	limited Pastoral Service	for this congregation, for a p	period of	3 year(s)
be	ginning	January 1, 2020	This covenant is for	75 perc	cent of full-time.
me me	ny be terminated by ny terminate this co		currence of the Presbytery of elder with sixty (60) days' was will be responsible are:		
1.	Worship leadersh	nip			
2.	Pastoral Care	Cilifornia (Albanta Albanta) (and Albanta) (in the professional property and announce project processing processing and consistent of the con-	
3.			минической в под от от при в под от от при в под от	Development of the Control States	Wide and considerate constant and an interface of the constant and
4.				gadiner rennementen kan krisigen kunsusatu kan kan ka	
5.				enem Tita kalik (1964) Premist TT ki kanta yang milangkan anda di sinda sa asa	товай новерального у начава в посот обт в могот об не другу су го не денно 1966 год одоб. Вы 1966 до Това обицы до н
6 .				opremie zastenom neuropoliski kilologija kaladiski kilologija kaladiski kilologija kaladiski kilologija kilologija k	PROTECTION OF A PROTECTION OF

Ordinarily, the Commission for Church Professionals (when asked by the Session) will authorize the ruling elder commissioned to pastoral service to perform the following functions. Please CHECK those that apply.

X	Administer the Lord's Supper
X	Administer the Sacrament of Baptism
Χ	Moderate the session of the congregation (if applicable, choose one of the following:)
	Under the supervision of and when invited by the presbytery appointed moderator
	Appointed by the presbytery as moderator
Χ	Perform a service of Christian marriage when invited by the session

The ruling elder commissioned to pastoral service shall not perform these functions without prior explicit permission from the presbytery or in situations other than the covenanting congregation.

This covenant is expressly made subject to the Sexual Misconduct Policy of the Presbytery of Scioto Valley and the provisions therein concerning leave of absence upon receipt of an allegation of sexual misconduct. All parties to this contract agree to be bound by such policy.

The session promises you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord, and it promises and obligates itself to pay you during the time of your being and continuing in the pastoral relationship set forth in this covenant the following compensation, stated in annualized terms, to be paid in regular monthly or semi-monthly payments, and the following specified professional expense reimbursements:

Effective Salary		Professional Expenses Reimburs	sements*
Cash Salary	120	Auto Expense (current IRS rate)	600
*Housing Allowance	29,880	Business/professional expense	600
Utility Allowance		SECA Supplement (up to 50%)	2295
*Deferred Compensation (403)b	1440	Continuing Education	1200
*Other Compensation (Death & Disability)	808	*Reimbursement of Medicare	1880
Total Effective Salary \$	32,248		
Paid vacation leave	4	Weeks	
Paid continuing education leave	2	weeks	
	National Commence of the Comme		

^{*}Specified expense reimbursements so noted must be itemized and will be paid as incurred, subject to the annual amount shown. Automobile expense shall be reimbursed at the applicable current IRS rate (published annually) and shall not include mileage commuting to and from work — Federal Tax Guide Paragraph 2370.

The session will review with you annually the adequacy of this compensation.

^{*}Medicare premiums will be reimbursed at actual cost and will increase or decrease as premiums adjust.

^{*}Death and disability premiums will continue as rates adjust.

^{*}Cash Salary will increase after the first year to \$720 (an increase of \$600) and continue till the end of the contract.

^{*}Deferred Compensation will be submitted to the Fidelity (403b) of the PC (USA) monthly.

^{*}In case of early termination by either party, unused vacation and education leave will be paid in full weeks of compensation continuations.

By the Session

This covenant has been approved by the Session of the **First** Church of Fredericktown Ohio. Date of Action September 15, 2019 Signature Clerk of Session By the Commission for Church Professionals This covenant has been approved by the Commission for Church Professionals of the Presbytery of Scioto Valley. Signature Date of Action Commission Moderator By the Ruling Elder I hereby accept this covenant and the terms and conditions contained herein and I am willing to be commissioned to this pastoral service. Date of Acceptance Signature Ruling Elder

[NOTE: Three copies of the covenant are to be prepared and signed by the clerk of session and the ruling elder. Deliver the signed copies to the presbytery stated clerk for presbytery approval. When all signatures are completed, copies will be distributed to the ruling elder, the clerk of session, and the presbytery.]

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.) Call to an Installed Pastoral Relationship as

Pastor

The
Res. Maureen Clark
to undertake service as Pastor of this congregation, and promises you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord.
Your service shall begin on 11/17/19 and continue until dissolved by the Presbytery
Your service shall begin on/ / / / / / 9 and continue until dissolved by the Presbytery under the provisions of G-2.09. This call is for
This call is issued under provisions set forth in the Presbyterian Church (U.S.A.) Book of Order (G-2.08), and the Book of Order shall govern all relationships established herein.
That you may be free to devote yourself fully to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you during the time of your being and continuing in the pastoral relationship set forth in this call the following compensation, stated in annualized amounts, to be paid in regular monthly or semi-monthly payments, and the following specified professional expense reimbursements:
Effective Salary for Pension Calculation Cash Salary Fair Rental Value of Manse Housing Allowance Utility Allowance Deferred Compensation Other Pensionable Comp. Total Effective Salary Cash Salary Auto Expense Reimbursements* Auto Expense (current IRS rate) Business/professional expense SECA Supplement (up to 50%) 3, 871 Continuing Education Other Allowances Other Allowances Other Allowances Moving Costs Up To 10,000 (Additional terms are set forth on an attachment. Yes No)
Paid vacation leave (in weeks) Paid continuing education leave Weeks, cumulative up to Weeks. After six continuous years of service the teaching elder is eligible for three months Sabbatical Leave, per presbytery policy. *Specified expense reimbursements so noted must be itemized and will be paid as incurred, subject to the annual amount shown. Automobile expense shall be reimbursed at the applicable current IRS rate (published annually) and shall not include mileage commuting to and from work – Federal Tax Guide Paragraph 2370.
X break down
25% medical 12,650
1 of disability 506.
1 de disobility 506.

Presbytery of Scioto Valley (9/13)

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Call for a Pastor

We will also pay regularly in advance to the board responsible for benefits, a sum equal to that requisite percent of your compensation which may be fixed by the General Assembly of the Presbyterian Church (U.S.A.) for participation in the Benefits Plan of the Presbyterian Church (U.S.A.), including both pension and medical coverage, during the time of your being and continuing in the pastoral relationship set forth in this call.

It is further mutually agreed that this call and the terms thereof, including the performance of your service and the adequacy of this compensation, will be reviewed with you on an annual basis.

You, the called teaching elder, by signing the acceptance of this call, assert that you have voluntarily joined the fellowship of believers (F-1.0302a), voluntarily become an active member of the Presbyterian Church (U.S.A.) by profession of faith, reaffirmation of faith or transfer of certificate (G-1.0302), voluntarily submitted to the government of this Church (G-1.0402), been ordained as a Teaching Elder (aka Minister of the Word and Sacrament) under the provisions of the Book of Order (G-2.0403, W-4.4000), expressed as a candidate or applicant understanding of the questions required at ordination (W-4.4003), and have responded affirmatively during ordination or the recognition of your ordination to the constitutional questions as set forth in the Book of Order (W-4.4003).

You, the called teaching elder, by signing the acceptance of Pastoral Call, do acknowledge, accept and agree to fulfill the responsibilities and duties of this ordered ministry as set forth in the Book of Order and further agree that any complaint relating to this call or the terms thereof, the relationship with the congregation and/or governing bodies of the Church, or any action taken by such bodies shall be made through the procedures of the Church as set forth in the Book of Order

We, the calling church, by signing this Call, agree to honor the terms of the call and to observe the responsibilities of the congregation as set forth in the Book of Order and further agree that any complaint relating to this call, the calling church's relationship with you, the called teaching elder, or to any action taken by governing bodies of the Church concerning this call and/or its relationship with you, the called teaching elder, shall be made through the procedures of the Church as set forth in the Book of Order.

1. th

in testimony whereof we have subscribed our names this	aay of Well ober, 2019
Tarlara Carly	Rosenn Severding
Carhering H. Roberts	Syran S. Theres
Andeth a Wollenberg	1/2 Hust
Theres Pathigue	Claime Over 3
Signatures of those elected by the congregation to sign the call	and to present and prosecute the call before the Presbytery.
Having moderated the congregational meeting which exte for ministerial service, I do certify that the call has been m	
the "Form of Government" of the Presbyterian Church (U. and that the persons who signed the foregoing call were a	
Warrely First Presbyterian Church,	a congregation of the Presbytery of Scioto Valley.
The congregation's vote on the pastoral call was:	
	Abstain
(Signed) A. Bruce Lunderson	Moderator of the Congregational Meeting

Certification of Call

This Pastoral Call is expressly made subject to the Sexual Misconduct Policy of the Presbytery of Scioto Valley and the provisions therein concerning leave of absence upon receipt of an allegation of sexual misconduct. All parties to this contract agree to be bound by such policy.

By the Presbytery of Scioto Valley (The Presbytery of Call)
This call has been reviewed by the Commission for Church Professionals of the Presbytery of Scioto Valley. The Commission recommends that the Presbytery approve this call.
Date of Action 10 7 / 19 Signature RW. Cum/MULL Commission Moderator
This call was approved by the Presbytery of Scioto Valley (through action taken by its Commission as authorized by "Form of Government" G-3.0307 and the Standing Rules of the Presbytery).
Date of Action 10/7/19 Signature Stated Clark
By the Presbytery of Care or Present Membership
This call has been reviewed by the properly authorized committee or commission of the Presbytery of which recommends that the presbytery find it expedient to release to accept this call.
Date of Action Signature Stated Clerk
ACCEPTANCE OF THE PASTORAL CALL
Presbyterian Church of Warrely Ohio, and that I am familiar with and understand the terms and conditions contained herein. I accept this Pastoral Call and the terms and conditions thereof.
Date of Acceptance <u>Detober 20, 201</u> 2 Signature <u>Rev. Mourseen L. Would Teaching Elder/Candidate</u>
[NOTE: Four (4) copies of the call are to be prepared and signed. Deliver the signed calls to the Presbytery of Scioto Valley stated clerk. Following presbytery action, copies will be distributed to the candidate, the calling congregation, the presbytery of care/present membership, and the Presbytery of Scioto Valley.]

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.) Covenant for

Contracted Pastoral Services

The Session of the McNair Memorial Presbyterian Church of Washington Court House Ohio, organized by the authority of the Presbytery of Scioto Valley (G-1.02), functioning under the Church's constitution (G-1.02) and governed by ordained presbyters who come together in Councils in regular gradation
(F-3.0203) called Session, Presbytery, Synod, and General Assembly (G-3.0101),
at a properly-called meeting held on the 13th day of October 20 19
approved contracting with teaching elder
Rev. Elizabeth B. Maurath
to provide pastoral services for the church, effective November 1, 2019 .
The following are the pastoral services to which this covenant applies:
1. Worship planning and leadership
2. Preaching
3. Administration of Sacraments
4. Moderating Session at least quarterly
5. <u>Visitation during regular hours</u>
6. Teaching
7
8
The terms of this covenant are:
 Up to H hours of service per (circle one: week month) at the current presbytery-approved rate of \$25.00. (Hours of service will include travel time to and from home or other base of operation to the church, sites of meetings, home visits, hospitals, or other locations of appropriate pastoral activity.) Automobile travel reimbursed at the current IRS rate Other reimbursed expenses appropriate to the pastoral activities engaged in (list) Special Worship Services Emergency visitation / Communion Depond regular hours

An accounting of hours worked, mileage and other reimbursable expenses will be presented to
Susan Speek (title) Clerk of Session (circle one: weekly bi-weekly monthly other) for approval and payment processing. The church will issue an
(circle one: weekly bi-weekly monthly other) for approval and payment processing. The church will issue an IRS Form 1099-Misc at the end of the calendar year for tax purposes.
This contract is for a period of months and may be renewed and/or amended by mutual agreement of the session and the teaching elder with the concurrence of the Commission for Congregational Life.
This covenant may be terminated by the session or the teaching elder with 14 days written notice. The Presbytery may terminate this covenant at any time.
This covenant is expressly made subject to the Sexual Misconduct Policy of the Presbytery of Scioto Valley and the provisions therein concerning leave of absence upon receipt of an allegation of sexual misconduct. All parties to this contract agree to be bound by such policy.
Certification of Covenant
By the Session
This covenant has been approved by the Session of the McNair Memorial Presbyterian Church of Washington Court House Ohio. Date of Action 10/13/19 Signature Susan Speech
Clerk of Session
By the Commission for Church Professionals
This covenant has been approved by the Commission for Church Professionals of the Presbytery of Scioto
Date of Action 1//1/19 Signature Commission Moderator
By the Teaching Elder
I hereby accept this covenant and the terms and conditions contained herein.
Date of Acceptance 10/13/19 Signature Elizabeth B. Musatti Teaching Elder
[NOTE: Three copies of the covenant are to be prepared and signed by the clerk of the session and the teaching elder. Deliver the signed covenants to the Presbytery of Scioto Valley stated clerk. Following presbytery action, copies will be distributed to the candidate, the contracting session, the presbytery of care/present membership (if other than Scioto Valley), and the Presbytery of Scioto Valley.]

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.) Covenant for a Temporary Pastoral Relationship by a

Ruling Elder Commissioned to Pastoral Service

The Session of the AMANDA Presbyterian Church of AMANDA
Ohio, hereby requests, with the concurrence of the Committee on Ministry of the Presbytery of Scioto Valley, that ruling elder
ELIZABETH TIETZ
be commissioned for limited Pastoral Service for this congregation, for a period of beginning TANUARY 2020 This covenant is for 38.65 percent of full-time. This covenant may be renewed. With the concurrence of the Presbytery of Scioto Valley, this covenant may be terminated by the session or the ruling elder with sixty (60) days' written notice. The Presbytery may terminate this covenant at any time.
The areas of ministry for which the ruling elder will be responsible are:
1. ALL AREAS REQUIRED FOR THE OPERATION OF THECHOCH
2
3
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5.
6.
Ordinarily, the Commission for Church Professionals (when asked by the Session) will authorize the ruling elder commissioned to pastoral service to perform the following functions. Please CHECK those that apply.
X_ Administer the Lord's Supper X_ Administer the Sacrament of Baptism
Moderate the session of the congregation (if applicable, choose one of the following:)
Under the supervision of and when invited by the presbytery appointed moderator
Appointed by the presbytery as moderator
$\underline{\hspace{1cm}\mathcal{X}}$ Perform a service of Christian marriage when invited by the session
The ruling elder commissioned to pastoral service shall not perform these functions without prior explicit permission from the presbytery or in situations other than the covenanting congregation.

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Covenant for Commissioned Ruling Elder

Presbytery of Scioto Valley (9/13)

This covenant is expressly made subject to the Sexual Misconduct Policy of the Presbytery of Scioto Valley and the provisions therein concerning leave of absence upon receipt of an allegation of sexual misconduct. All parties to this contract agree to be bound by such policy.

The session promises you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord, and it promises and obligates itself to pay you during the time of your being and continuing in the pastoral relationship set forth in this covenant the following compensation, stated in annualized terms, to be paid in regular monthly or semi-monthly payments, and the following specified professional expense reimbursements:

Effective Salary	Professional Expenses Reimbursements*		
Cash Salary	11,004,00 Auto Expense (current IRS rate) 500,00		
Housing Allowance	5 100 .00 Business/professional expense 200.00		
Utility Allowance	2.6.00.00 SECA Supplement (up to 50%) 1.476.00		
Deferred Compensation	Continuing Education 500.60	>	
Other Compensation FICA	TH76: 00 Other Allowances		
Total Effective Salary \$	30, 180,0 0		
	19304,00		
Paid vacation leave	4 Weeks		
Paid continuing education leave	ż weeks		
*Specified expense reimbursements	so noted must be itemized and will be paid as incurred, subject to the annual		

*Specified expense reimbursements so noted must be itemized and will be paid as incurred, subject to the annual amount shown. Automobile expense shall be reimbursed at the applicable current IRS rate (published annually) and shall not include mileage commuting to and from work – Federal Tax Guide Paragraph 2370.

The session will review with you annually the adequacy of this compensation.

By the Session
This covenant has been approved by the Session of the Amarcla Presbytenan Church of Amarcla Presbytenan Church of
Date of Action November 5th 2019 Signature Clerk of Session
Clerk of Session
By the Commission for Church Professionals
This covenant has been approved by the Commission for Church Professionals of the Presbytery of Scioto Valley.
Date of Action 11/11/19 Signature Qua Mellik
Commission Moderator
By the Ruling Elder
I hereby accept this covenant and the terms and conditions contained herein and I am willing to be commissioned to this pastoral service.
Date of Acceptance Mass 2019 Signature Signature
Ruling Elder
[NOTE: Three copies of the covenant are to be prepared and signed by the clerk of session and the ruling elder.

Deliver the signed copies to the presbytery stated clerk for presbytery approval. When all signatures are completed, copies will be distributed to the ruling elder, the clerk of session, and the presbytery.]

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.) Covenant for a Temporary Pastoral Relationship as

Transitional Pastor

	ne Session of the	Indianola	Presbyterian Church of	Columbus
U.	nio, being well satistied Ny Spirit no ana mbana	With your qualifications for h	ninistry and confident that we have be	en led to you by the
TI.	ngdom of our Lord, oo:	service will be profitable to t nestly and solemnly covenal	he spiritual interests of our church an	d fruitful for the
N	nguom or our Loru, ear	nesuy and soleminy covenar	nts with teaching elder	
	-	Reverend E	Edwin A. Brinklow	
to	undertake work as Tra	nsitional Pastor of this congr	regation, for a period of one (1) year b	eginning
	November 1, 2019		00 percent of full-time. This cover	-
an	d the teaching elder. T	ence of the session, the Pres his covenant may be termina ytery may terminate this cove	sbytery of Scioto Valley Commission ated by the session or the teaching eld	for Congregational Life
of.	he teaching elder is no the Presbytery of Sciot Scioto Valley.	t currently a member of the F o Valley upon release from h	Presbytery of Scioto Valley, he or she his/her present presbytery and accept	will become a member ance by the Presbytery
Pro	ofessionals and will pro	ransitional Pastor is account vide written reports about his sion in an evaluation of this n	able to the Presbytery through the Co s or her ministry every three months a ninistry at its conclusion.	ommission for Church and participate with the
(G-	·2.0504b) However the	ransitional Pastor is ordinaril Scíoto Valley Presbytery pei y present and voting.(G-2.05	ly not eligible to be called as the next rmits this eligibility only by a three-fou 604c)	installed Pastor. rths vote of the
The of t	e primary goals for this ransitional ministry:	transitional ministry are to w	ork with the congregation on the five	"developmental tasks"
2) L 3) F 4) F	Rethinking and renewin	regational identity	ongregational power structures ure	
The	transitional pastor will	fulfill the following responsib	ilities:	
1.	Proclamation of the V	Vord		
2.	Corporate worship ar	d administration of the Sacra	aments	
3.	Administrative leader	ship and management of sta	ff	and the second s
1.	Congregational comn	nunication		

5. Provide leadership in evangelism	n, stewardship & c	commitment programs	
6. Mission			
7. Pastoral care			
8.		the control of the co	
The Transitional Pastor will serve as I	Moderator of Sessi	ion X Yes	No
its behalf, the Transitional Pastor shal providing opportunities for them to con	ll not be involved in mmunicate with the	ally requests the Transitional Pastor to the work of the Pastor Nominating Co e session and congregation about their	mmittee beyond progress.
	oncerning leave o	ual Misconduct Policy of the Presbyt of absence upon receipt of an allegat bound by such policy.	
you may be free to devote yourself full obligate ourselves to pay you during the	ly to the ministry o he term of this cov I pastor's compens	support, encouragement, and allegiand f Word and Sacrament among us, we prenant the following compensation (not sation), stated in annualized amounts, the cified professional reimbursements:	oromise and less than ninety
Effective Salary		Professional Expenses Reimbursen	ients*
Cash Salary	\$31,666	Auto Expense (current IRS rate)	\$0.58/mile
Fair Rental Value of Manse		Business/professional expense	\$1800.00
Housing Allowance	\$31,666	SECA Supplement (up to 50%)	\$4844.90
Utility Allowance		Continuing Education	\$1500.00
Deferred Compensation	<u> </u>	Other Allowances	
Other Pensionable Comp.			****
Total Effective Salary \$	63,332	Moving Costs	n/a
Paid vacation leave	4	verage under the Board of Pensions Weeks	
Paid continuing education leave *Specified expense reimbursements so amount shown. Automobile expense s shall not include mileage commuting to	noted must be item hall be reimbursed a	Weeks ized and will be paid as incumed, subject to it the applicable current IRS rate (published deral Tax Guide Paragraph 2370.	the annual annually) and
We also agree to continue your comcontract with IPC for up to 60 days of		orofessional reimbursements) at the re another position – whichever com	

The session will review the adequacy of this compensation at the time when the covenant is up for renewal.

By the Session					
Columbus Ohio.	s covenant has been approved by the Session of Columbus Ohio.				
Date of Action Sept 25, 2019	ate of Action Sept 25, 2019 Signature				
By the Commission for Church Professionals					
This covenant has been approved by the Commiss Valley.		^			
Date of Action ///////	Signature	an Melich			
Date of Action 11/11/19	Signature	Commission Moderator Stated Clerk			
By the Teaching Elder		1 / '			
I hereby accept this covenant and the terms and conditions contained herein.					
Date of Acceptance 10/23/19	Signature	Rev. adim a. Brinkston			
		Teaching Elder			
[NOTE: Four copies of the covenant are to be prepared by the copies to the presbytery stated clerk for					

copies will be distributed to the teaching elder, the clerk of session, and the Presbytery of Scioto Valley, and the

presbytery of membership (if other than Scioto Valley).]

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.) Covemant for

Contracted Pastoral Services

The Session of the ———————————————————————————————————
at a properly-called meeting held on the day ofSeptember 20 19 approved contracting with teaching elder
Reinita Thacker
to provide pastoral services for the church, effectiveNovember 1, 2019
The following are the pastoral services to which this covenant applies: Provide pastoral care to members of the congregation. Pastoral care may include, but is not illmited to: hospital, nursing home/care facility, and funeral visitations, and serving communion to homebound members at their home, the hospital, or nursing home/care facility. A record of the hours, dates, and miles will be provided to Session for approval before payment, but details of the pastoral care will not be shared.
2.
3.
4
5
6.
7.
8.
The terms of this covenant are:
 Up to20 hours of service per (circle one: Week month) at the current presbytery-approved rate of \$25.00. (Hours of service will include travel time to and from home or other base of operation to the church, sites of meetings, home visits, hospitals, or other locations of appropriate pastoral activity.)
Automobile travel reimbursed at the current IRS rate
Other reimbursed expenses appropriate to the pastoral activities engaged in (list)
0

An accounting of hours worked, mileage and other reimbursable expenses will be presented to
Woodside Clerk of Session(title)
(circle one: 州時候) 以识别的 monthly 今刊神刊 for approval and payment processing. The church will issue an IRS Form 1099-Misc at the end of the calendar year for tax purposes.
This contract is for a period of months and may be renewed and/or amended by mutual agreement of the session and the teaching elder with the concurrence of the Commission for Congregational Life.
This covenant may be terminated by the session or the teaching elder with 14 days written notice. The Presbytery may terminate this covenant at any time.
This covenant is expressly made subject to the Sexual Misconduct Policy of the Presbytery of Scioto Valley and the provisions therein concerning leave of absence upon receipt of an allegation of sexual misconduct. All parties to this contract agree to be bound by such policy.
Certification of Covenant
By the Session
This covenant has been approved by the Session of the NewarkOhio,
Date of Action September 39, 2019 Signature Gension Clerk of Session
By the Commission for Church Professionals
This covenant has been approved by the Commission for Church Professionals of the Presbytery of Scioto Valley.
Date of Action 11/11/19 Signature Qua Moderator
By the Teaching Elder
I hereby accept this covenant and the terms and conditions contained herein.
Date of Acceptance 59, 20/9 Signature Junito, Theodor Teaching Elder
[NOTE: Three copies of the covenant are to be prepared and signed by the clerk of the session and the teaching elder. Deliver the signed covenants to the Presbytery of Scioto Valley stated clerk. Following presbytery action, copies will be distributed to the candidate, the contracting session, the presbytery of care/present membership (if other than Scioto Valley), and the Presbytery of Scioto Valley.]

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.) Covenant for a Temporary Pastoral Relationship by a

Ruling Elder Commissioned to Pastoral Service

The Session of theWoodslde Presbyterian Church ofNewark Ohio, hereby requests, with the concurrence of the Committee on Ministry of the Presbytery of Scioto Valley, the ruling elder	<u></u> it
Reinita Thacker	
be commissioned for limited Pastoral Service for this congregation, for a period of	
The areas of ministry for which the ruling elder will be responsible are:	
1. Preach a minimum of three Sundays each month	
2. Perform funerals	
3. Compensation will be provided at the regular rate on days that church is cancelled due to weather or other emergencies.	
4. During this contract, if any issues arise concerning the performance of the duties described above, they will be brought before Session for discussion and resolution	ì.
5	
6	
Ordinarily, the Commission for Church Professionals (when asked by the Session) will authorize the ruling elder commissioned to pastoral service to perform the following functions. Please CHECK those that apply.	
X Administer the Lord's Supper	
X Administer the Sacrament of Baptism	
X Moderate the session of the congregation (if applicable, choose one of the following:)	
Under the supervision of and when invited by the presbytery appointed moderator	
Appointed by the presbytery as moderator	
X Perform a service of Christian marriage when invited by the session	
The ruling elder commissioned to pastoral service shall not perform these functions without prior	

explicit permission from the presbytery or in situations other than the covenanting congregation.

Page 1 of 3

Covenant for Commissioned Ruling Elder

Presbytery of Scioto Valley (9/13)

This covenant is expressly made subject to the Sexual Misconduct Policy of the Presbytery of Scioto Valley and the provisions therein concerning leave of absence upon receipt of an allegation of sexual misconduct. All parties to this contract agree to be bound by such policy.

The session promises you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord, and it promises and obligates itself to pay you during the time of your being and continuing in the pastoral relationship set forth in this covenant the following compensation, stated in annualized terms, to be paid in regular monthly or semi-monthly payments, and the following specified professional expense reimbursements:

Effective Salary			Professional Expenses Reimburse	ements*
Cash Salary		\$0.00	Auto Expense (current IRS rate)	\$0.00 per year
Housing Allowance		\$100.00/Sunday preached	Business/professional expense	\$0.00 per year
Utility Allowance		\$50,00/Sunday preached	SECA Supplement (up to 50%)	\$0.00 per year
Deferred Compensation		\$0.00	Continuing Education	\$300.00 per year
Other Compensation			Other Allowances	,
Total Effective Salary	\$	\$150,00/Sunday preached		
Paid vacation leave		4	Weeks	
Paid continuing education leav	ve	2	weeks	
*Specified expense reimburseme	nts s		nized and will be paid as incurred, subject at the applicable current IRS rate (publish	

The session will review with you annually the adequacy of this compensation.

shall not include mileage commuting to and from work - Federal Tax Guide Paragraph 2370.

By the Session
This covenant has been approved by the Session of the Newark Ohio.
Onio.
Date of Action September 29, 2019 Signature (fu) Q. Soward
Clérk of Session
By the Commission for Church Professionals
This covenant has been approved by the Commission for Church Professionals of the Presbytery of Scioto Valley.
Date of Action 11/11/19 Signature an Mellick
Commission Moderator
By the Ruling Elder
I hereby accept this covenant and the terms and conditions contained herein and I am willing to be commissioned to this pastoral service.
Date of Acceptance Sept 19, 20/9 Signature Quanto Thadlet
Ruling Elder

[NOTE: Three copies of the covenant are to be prepared and signed by the clerk of session and the ruling elder. Deliver the signed copies to the presbytery stated clerk for presbytery approval. When all signatures are completed, copies will be distributed to the ruling elder, the clerk of session, and the presbytery.]

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.) Call to an Installed Pastoral Relationship as Designated Pastor

The First a congregation in the Presbyterian C (G-1.02), functioning under the Chur together in Councils in regular grada (G-3.0101), being well satisfied with by the Holy Spirit as one whose serv Kingdom of our Lord, earnestly and s	Church (U.S.A.) on rch's constitution (ation (F-3.0203) ca your qualifications vice will be profital	G-1.02) and governed l illed Session, Presbyter is for ministry and confid the to the spiritual interc	by ordained presb ry, Synod, and Ge	y of Scioto Valley syters who come eneral Assembly
	Rev. Désirée M. Yo	ungblood		
to undertake service as Designated I all proper support, encouragement, a	viu allegiance in ti	ne Lord.		rge of your duty
Your service shall begin on	October 1, 2019	and continue ur	ntii Octo	her 1 2022
subject to dissolution at any time by to 100 percent of full-time. This call is issued under provisions so Book of Order shall govern all relation. That you may be free to devote yours obligate ourselves to pay you during this call the following compensation, so monthly payments, and the following to the solution of the solution o	the Presbytery und et forth in the Pres Inships established The fully to the min The time of your be Stated in annualize	ter the provisions of G-2 byterian Church (U.S.A) herein: istry of Word and Sacra ing and continuing in the	2.09. This call is formally and the call is formally an among us, the pastoral relation in regular monthly	or (G-2.08), and the we promise and
Effective Salary for Pension Cale Cash salary Fair rental value of manse Housing allowance Utility allowance Deferred compensation Dental PPO (member & family) Supplemental death benefits Vision eyewear coverage Total Effective Salary \$	\$20,000 \$40,000 \$1,632 \$459 \$47 \$62,138	Professional Expens Auto expense (currer Business/professional SECA supplement (under Continuing education Other allowances Moving costs	nt IRS rate) al expense up to 50%)	\$2,000 \$500 \$4,970 \$1,500
(Additional terms a	re set forth on an	attachment. Yes	_ No <u>x</u> _)	
Paid vacation leave Paid continuing education leave		weeks, cumulative u weeks, cumulative u	p to 4	weeks. weeks.
After six continuous years of servic presbytery policy.	e the teaching eld	er is eligible for three m	onths Sabbatical	Leave, per
*Specified expense reimbursements so amount shown. Automobile expense si shall not include mileage commuting to				he annual unnually) and

We will also pay regularly in advance to the board responsible for benefits, a sum equal to that requisite percent of your compensation which may be fixed by the General Assembly of the Presbyterian Church (U.S.A.) for participation in the Benefits Plan of the Presbyterian Church (U.S.A.), including both pension and medical coverage, during the time of your being and continuing in the pastoral relationship set forth in this call.

It is further mutually agreed that this call and the terms thereof, including the performance of your service and the adequacy of this compensation, will be reviewed with you on an annual basis.

You, the called teaching elder, by signing the acceptance of this call, assert that you have voluntarily joined the fellowship of believers (F-1.0302a), voluntarily become an active member of the Presbyterian Church (U.S.A.) by profession of faith, reaffirmation of faith or transfer of certificate (G-1.0302), voluntarily submitted to the government of this Church (G-1.0402), been ordained as a Teaching Elder (aka Minister of the Word and Sacrament) under the provisions of the Book of Order (G-2.0403, W-4.4000), expressed as a candidate or applicant understanding of the questions required at ordination (W-4.4003), and have responded affirmatively during ordination or the recognition of your ordination to the constitutional questions as set forth in the Book of Order (W-4.4003).

You, the called teaching elder, by signing the acceptance of the Pastoral Call, do acknowledge, accept and agree to fulfill the responsibilities and duties of the described office as set forth in the Book of Order and further agree that any complaint relating to this call or the terms thereof, the relationship with the congregation and/or governing bodies of the Church, or any action taken by such bodies shall be made through the procedures of the Church as set forth in the Book of Order.

We, the calling church, by signing this Call, agree to honor the terms of the call and to observe the responsibilities of the congregation as set forth in the Book of Order and further agree that any complaint relating to this call, the calling church's relationship with you, the called teaching elder, or to any action taken by governing bodies of the Church concerning this call and/or its relationship with you, the called teaching elder, shall be made through the procedures of the Church as set forth in the Book of Order.

In testimony whereof we have subscribed our names this 29th day of Suprember
Dora K. Blaho-Clerk & Session 2019
Signatures of those elected by the congregation to sign the call and to present and prosecute the call before the Presbytery.
Having moderated the congregational meeting which extended this call to the local forministerial service, I do certify that the call has been made in all respect according to the rules had down in the "Form of Government" of the Presbyterian Church (U.S.A.) and policies of the Presbytery of Scioto Valley, and that the persons who signed the foregoing call were authorized to do so by vote of the congregation of the
London First Presbyterian Church, a congregation of the Presbytery of Scioto Valley.
·
The congregation's vote on the pastoral call was:
(Signed) Moderator of the Congregational Meeting
111

Marie Contract

Certification of Call

This Pastoral Call is expressly made subject to the Sexual Misconduct Policy of the Presbytery of Scioto Valley and the provisions therein concerning leave of absence upon receipt of an allegation of sexual misconduct. All parties to this contract agree to be bound by such policy.

By the Presbytery of Scioto Valley (The Presbytery of Call)
This call has been reviewed by the Commission for Church Professionals of the Presbytery of Scioto Valley. The Commission recommends that the presbytery approve this call.
Date of Action 10/7/19 Signature Quil Moderator
This call was approved by the Presbytery of Scioto Valley (through action taken by its Commission as authorized by "Form of Government" G-3.0307 and the Standing Rules of the Presbytery).
Date of Action 10/7/19 Signature State of City
By the Presbytery of Care or Present Membership
This call has been reviewed by the properly authorized committee or commission of the Presbytery of which recommends that the presbytery find it expedient to release to accept this call.
Date of Action Signature
Stated Clerk
ACCEPTANCE OF THE PASTORAL CALL
I certify that I have received this call to undertake the work of Designated Pastor of the
First Presbyterian Church of <u>London</u> , Ohio, and that I am familiar with and understand the terms and conditions contained herein. I accept this Pastoral Call and the terms and conditions thereof.
Date of Acceptance 16/2/19 Signature Roy De Sweet Wrundow Teaching Elder/Candidate
[NOTE: Four (4) copies of the call are to be prepared and signed. Deliver the signed calls to the Presbytery of Scioto Valley stated clerk. Following presbytery action, copies will be distributed to the candidate, the calling congregation, the presbytery of care/present membership, and the Presbytery of Scioto Valley.]
Presbytery of Scioto Valley (9-4-2019) Page 3 of 3 Call for a Designated Pastor

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.) Covenant for a Temporary Pastoral Relationship by a

Ruling Elder Commissioned to Pastoral Service

The Session of the Fresbyterian Church of Molloton Ohio, hereby requests, with the concurrence of the Committee on Ministry of the Presbytery of Scioto Valley, that ruling elder
John Pelletier
be commissioned for limited Pastoral Service for this congregation, for a period of 3 year(s) beginning Communal Common Solution
The areas of ministry for which the ruling elder will be responsible are:
1. Pastoral Duhes
2.
3.
4
5
6.
Ordinarily, the Commission for Church Professionals (when asked by the Session) will authorize the ruling elder commissioned to pastoral service to perform the following functions. Please CHECK those that apply. Administer the Lord's Supper Administer the Sacrament of Baptism Moderate the session of the congregation (if applicable, choose one of the following:) Under the supervision of and when invited by the presbytery appointed moderator Appointed by the presbytery as moderator Perform a service of Christian marriage when invited by the session
The ruling elder commissioned to pastoral service shall not perform these functions without prior explicit permission from the presbytery or in situations other than the covenanting congregation.

This covenant is expressly made subject to the Sexual Misconduct Policy of the Presbytery of Scioto Valley and the provisions therein concerning leave of absence upon receipt of an allegation of sexual misconduct. All parties to this contract agree to be bound by such policy.

The session promises you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord, and it promises and obligates itself to pay you during the time of your being and continuing in the pastoral relationship set forth in this covenant the following compensation, stated in annualized terms, to be paid in regular monthly or semi-monthly payments, and the following specified professional expense reimbursements:

Effective Salary Cash Salary Housing Allowance Utility Allowance Deferred Compensation Other Compensation	Professional Expenses Reimbursements* Auto Expense (current IRS rate) Business/professional expense SECA Supplement (up to 50%) Continuing Education Other Allowances SCHOOL 300	
Total Effective Salary \$ $25,000$		_
Paid vacation leave Paid continuing education leave *Specified expense reimbursements so noted must be it amount shown. Automobile expense shall be reimburse shall not include mileage commuting to and from work —	Weeks weeks emized and will be paid as incurred, subject to the annual d at the applicable current IRS rate (published annually) and	

The session will review with you annually the adequacy of this compensation.

By the Session
This covenant has been approved by the Session of the
Date of Action Ottober 3, 2019 Signature Deleval Hammond Clerk of Session
By the Commission for Church Professionals
This covenant has been approved by the Commission for Church Professionals of the Presbytery of Scioto Valley.
Date of Action 107/14 Signature Roy Commission Moderator
By the Ruling Elder
I hereby accept this covenant and the terms and conditions contained herein and l-am willing to be commissioned to this pastoral service.
Date of Acceptance October 3 209 Signature Kulling Elder
[NOTE: Three copies of the covenant are to be prepared and signed by the clerk of session and the ruling elder. Deliver the signed copies to the presbytery stated clerk for presbytery approval. When all signatures are completed, copies will be distributed to the ruling elder, the clerk of session, and the presbytery.]

John's Terms of Call

\$25,000 Housing Allowance

Annual Study Leave: 2 Weeks and \$500.00 Allowance

Annual Vacation: 3 Weeks

Book Allowance: \$300.00

Auto Reimbursement - IRS Rate

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.)

Covenant for a Temporary Pastoral Relationship by a

Ruling Elder Commissioned to Pastoral Service

The Session of the AND AND Presbyterian Church of QUIMBLES Ohio, hereby requests, with the concurrence of the Committee on Ministry of the Presbytery of Scioto Valley, that ruling elder
Jom Bilanas
be commissioned for limited Pastoral Service for this congregation, for a period of
The areas of ministry for which the ruling elder will be responsible are:
2 for a to a Caron Edg agat An white a Hord Fresh To any My Manhour Clarage and Alabel fackup for find factor white a way a factor of the fact
Administer the Lord's Supper Administer the Sacrament of Baptism Moderate the session of the congregation (if applicable, choose one of the following:) Under the supervision of and when invited by the presbytery appointed moderator Appointed by the presbytery as moderator Perform a service of Christian marriage when invited by the session
The ruling elder commissioned to pastoral service shall not perform these functions without prior

Page 1 of 3

Covenant for Commissioned Ruling Elder

Presbytery of Scioto Valley (9/13)

This covenant is expressly made subject to the Sexual Misconduct Policy of the Presbytery of Scioto Valley and the provisions therein concerning leave of absence upon receipt of an allegation of sexual misconduct. All parties to this contract agree to be bound by such policy.

The session promises you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord, and it promises and obligates itself to pay you during the time of your being and continuing in the pastoral relationship set forth in this covenant the following compensation, stated in annualized terms, to be paid in regular monthly or semi-monthly payments, and the following specified professional expense reimbursements:

Effective Salary Cash Salary	Professional Expenses Reimbursements O LOUNA Auto Expense (current IRS rate) U O TO \$ 3,000
Housing Allowance	DO, OO Business/professional expense
Utility Allowance	SECA Supplement (up to 50%)
Deferred Compensation	Continuing Education
Other Compensation	Other Allowances
Total Effective Salary \$ 76,0	00.0b /6 low
Paid vacation leave	Weeks JULIAN A ALLEKOO
Paid continuing education leave	weeks
	ist be itemized and will be paid as incurred, subject to the annual
amount shown. Automobile expense shall be reli shall not include mileage commuting to and from	mbursed at the applicable current IRS rate (published annually) and work – Federal Tax Guide Paragraph 2370.

The session will review with you annually the adequacy of this compensation.

By the Session
This covenant has been approved by the Session of the GOGL MONDKIAL) Church of Church of Ohio.
Date of Action Laston 18, 20 (Signature 21018) R KLUSOR
Clerk of Session
By the Commission for Church Professionals
This covenant has been approved by the Commission for Church Professionals of the Presbytery of Scioto Valley.
Date of Action 10/7/19 Signature ann Molecul
Commission Moderator
By the Ruling Elder
I hereby accept this covenant and the terms and conditions contained herein and I am willing to be commissioned to this pastoral service.
Date of Acceptance 10/22/19 Signature Thrus A. Bulluan
, Ruling Elder

[NOTE: Three copies of the covenant are to be prepared and signed by the clerk of session and the ruling elder. Deliver the signed copies to the presbytery stated clerk for presbytery approval. When all signatures are completed, copies will be distributed to the ruling elder, the clerk of session, and the presbytery.]

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.) Covenant for a Temporary Pastoral Relationship as

Transitional Pastor

The Session of the Rose Rug. Presbyterian Church of New Allown Control of Presbyterian Church of Allown Control of Presbyterian Church of Presbyterian Church of Allown Control of Presbyterian Church of Allown Control of Presbyterian Church of Presbyte	
Rev. Frank LeBlanc	
to undertake work as Transitional Pastor of this congregation, for a period of one (1) year beginning October 1 2001 This covenant is for 100 percent of full-time. This covenant may be renewed with the concurrence of the session, the Presbytery of Scioto Valley Commission for Congregational Life, and the teaching elder. This covenant may be terminated by the session or the teaching elder with thirty (30) days' written notice. The Presbytery may terminate this covenant at any time.	
if the teaching elder is not currently a member of the Presbytery of Scioto Valley, he or she will become a member of the Presbytery of Scioto Valley upon release from his/her present presbytery and acceptance by the Presbytery of Scioto Valley.	
It is understood that the Transitional Pastor is accountable to the Presbytery through the Commission for Church Professionals and will provide written reports about his or her ministry every three months and participate with the Commission and the Session in an evaluation of this ministry at its conclusion.	
It is understood that the Transitional Pastor is not eligible to be called as Pastor. (G-2,0504b)	
The primary goals for this transitional ministry are to work with the congregation on the five "developmental tasks" of transitional ministry:	
1) Coming to terms with history 2) Discovering a new congregational identity 3) Facilitating shifts in lay leadership and changes in congregational power structures 4) Rethinking and renewing denominational linkages 5) Preparing for new pastoral leadership and a new future	
The transitional pastor will fulfill the following responsibilities:	
1. Lead a creative wership service focused on the love of Jesus Christ	4
2. Work with volunteers to prepare the bulletin and update the website.	
3. Provide regular updates for inclusion in the newsletter, face book Instagram	h-
4. Participate in Worship + music Commission meetings + make suggestions.	16
5. Assist with youth +Adult ministries, making suggestions or improvement	
6. Jesist with fundraising and engage the local community to expand membership.	

Page 1 of 3

Covenant for a Transitional Pastor

6.

Presbytery of Scioto Valley (9/13)

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all not be involved i	n the Work of the Pestor Nominati	na Committee hermad
concerning leave (of absence upon receipt of an a	resbytery of Scioto diegation of sexual
seif fully to the mini the term of this cou ad pastor's compen	stry of Word and Sacrament amo renant the following compensation sation), stated in annualized amo	ng us, we promise and n (not less than ninety unts to be neid in
32,000 28,000 60,000 Indicate the intermediate of this compensations.	Professional Expenses Reimbrauto Expense (current IRS rate Business/professional expense SECA Supplement (up to 50%) Continuing Education Other Allowances Moving Costs VOUCACCC (Continuing Costs VOUCACCC) Terage under the Board of Pension Weeks Weeks Weeks Ized and will be paid as incurred, subto the applicable current IRS rate (publicational Tax Guide Paragraph 2370. In at the time when the covenant	#Sements* 000 4500 4500 7,000 1500 1500 1500 1500 1500 1500 1500 1500
	Moderator of Sessipational Life specificall not be involved incommunicate with the subject to the Sex concerning leave on tract agree to be expour duty all proper self fully to the minimate term of this country, and the following propersion of the sex propersion of this compensation of this compensation of this compensation of this compensation of this compensation.	pational Life specifically requests the Transitional Pasall not be involved in the work of the Pastor Nomination ommunicate with the session and congregation about subject to the Sexual Misconduct Policy of the Proconcerning leave of absence upon receipt of an antract agree to be bound by such policy. If your duty all proper support, encouragement, and allowed the term of this covenant the following compensation in the term of this covenant the following compensation and pastor's compensation), stated in annualized emotion ments, and the following specified professional reliming the pastor's compensation, stated in annualized emotion and the following specified professional expenses (current IRS rate Business/professional expense SECA Supplement (up to 50%) Continuing Education Other Allowances For the Sexual Misconduct Policy of the Professional Expenses Relimber Auto Expense (current IRS rate (publicated must be itemized and will be paid as incurred, subshall be relimbursed at the applicable current IRS rate (public and from work — Federal Tax Guide Paragraph 2370. In this compensation at the time when the covenant of this compensation at the time when the covenant in the supplication of this compensation at the time when the covenant in the supplication of the c

By the Session
This covenant has been approved by the Session of the ROSE Run Presbyterian Church of New Albany Ohio.
Date of Action 10/10/19 Signature Jutarie Clark Clerk of Session
By the Commission for Church Professionals
This covenant has been approved by the Commission for Church Professionals of the Presbytery of Scioto Valley.
Date of Action Signature Commission Moderator
Date of Action 10/7/19 Signature State Officerk
By the Teaching Elder
I hereby accept this covenant and the terms and conditions contained herein.
Date of Acceptance io 1/2019 Signature Will Gull Will Signature Teaching Elder

[NOTE: Four copies of the covenant are to be prepared and signed by the clerk of session and teaching elder. Deliver the copies to the presbytery stated clerk for presbytery approval. When all signatures are completed, copies will be distributed to the teaching elder, the clerk of session, and the Presbytery of Scioto Valley, and the presbytery of membership (if other than Scioto Valley).]