

11-4-19

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 Presbyterian Church of Jackson
Ohio, being well satisfied with your qualifications for ministry and confident that we have been led to you by the
Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the
Kingdom of our Lord, earnestly and solemnly covenants with teaching elder

Shelley Wiley

to undertake work as Transitional Pastor of this congregation, for a period of one (1) year beginning
Nov 15, 2019 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. 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. _____

7.

8.

The Transitional Pastor will serve as Moderator of Session

☒ Yes

☐ No

Unless the Commission for Congregational Life specifically requests the Transitional Pastor to perform a task on its behalf, the Transitional Pastor shall not be involved in the work of the Pastor Nominating Committee beyond providing opportunities for them to communicate with the session and congregation about their progress.

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.

We promise you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord. 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 term of this covenant the following compensation (not less than ninety (90) percent of the previously installed pastor's compensation), stated in annualized amounts, to be paid in regular monthly or semi-monthly payments, and the following specified professional reimbursements:

Effective Salary

Cash Salary \$51,000
 Fair Rental Value of Manse 9,000
 Housing Allowance _____
 Utility Allowance _____
 Deferred Compensation _____
 Other Pensionable Comp. _____

Total Effective Salary \$

60,000

Professional Expenses Reimbursements*

Auto Expense (current IRS rate) \$ 0.58/mile
 Business/professional expense 500
 SECA Supplement (up to 50%) _____
 Continuing Education 1,500
 Other Allowances _____
 Moving Costs _____

Full medical, pension, disability and death benefit coverage under the Board of Pensions

Paid vacation leave 4 Weeks

Paid continuing education leave 2 weeks

*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 the adequacy of this compensation at the time when the covenant is up for renewal.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the FIRST PRESBYTERIAN Church of JACKSON Ohio.

Date of Action 10/28/2019 Signature CLL Meltz
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 Ann Melick
Commission Moderator

Date of Action 11/11/19 Signature [Signature]
Stated Clerk

By the Teaching Elder

I hereby accept this covenant and the terms and conditions contained herein.

Date of Acceptance 10/28/2019 Signature Shelly C. Wiley
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

The Session of the Fredericktown First Presbyterian Church of Fredericktown
Ohio, hereby requests, with the concurrence of the Committee on Ministry of the Presbytery of Scioto
Valley, that ruling elder

Christine A. Burns, C.R.E.

be commissioned for limited Pastoral Service for this congregation, for a period of 3 year(s)
beginning January 1, 2020 This covenant is for 75 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. *Worship leadership*
2. *Pastoral Care*
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 | | Professional Expenses Reimbursements* | |
|------------------------------------------|------------------|---------------------------------------|------|
| 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

*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.

*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.

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

Certification of Covenant

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.

Date of Action

11/11/19

Signature _____



Commission Moderator

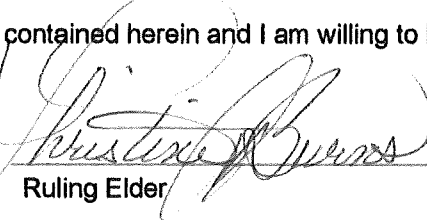
By the Ruling Elder

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

10/20/2019

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 First Presbyterian Church of Waverly, Ohio,
a congregation in the Presbyterian Church (U.S.A.) 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), being well satisfied with your qualifications for ministry and confident that we have been led to you
by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the
Kingdom of our Lord, earnestly and solemnly calls you, teaching elder

Rev. 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
under the provisions of G-2.09. This call is for 100 percent of full-time.

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 | <u>31,000</u> |
| Fair Rental Value of Manse | <u>11,000</u> |
| Housing Allowance | |
| Utility Allowance | <u>8,600</u> |
| Deferred Compensation | |
| Other Pensionable Comp. | |

Total Effective Salary \$ 50,600

Professional Expense Reimbursements*

| | |
|--------------------------------------|---------------|
| Auto Expense (current IRS rate) | <u>9,600</u> |
| Business/professional expense | <u>500</u> |
| SECA Supplement (up to 50%) | <u>3,871</u> |
| Continuing Education | <u>1,500</u> |
| Other Allowances <u>pension dues</u> | <u>18,722</u> |

Moving Costs up to 10,000

(Additional terms are set forth on an attachment. Yes ☐ No ☒)

Paid vacation leave (in weeks) 4
Paid continuing education leave 2 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% disability 506

11% pension 5,566

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.

In testimony whereof we have subscribed our names this

20th day of October, 2019

Barbara Early
Catherine H. Roberts
Judith A. Wollenberg
Thom Patterson

Rosanna Severding
Susan S. Tarnash
Alf Hlast
Claine Over Zung

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 Romaureen Clark for ministerial service, I do certify that the call has been made in all respect according to the rules laid 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 Waverly First Presbyterian Church, a congregation of the Presbytery of Scioto Valley.

The congregation's vote on the pastoral call was:

31 Yes

0 No

2 Abstain

(Signed)

A. Bruce Anderson

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 Rev. Ann Melick
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 [Signature]
Stated Clerk

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 Pastor of the First Presbyterian Church of Waverly 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 October 20, 2019 Signature Rev. Maureen A. Clark
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.]

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. Visitation during regular hours
6. Teaching
7. _____
8. _____

The terms of this covenant are:

- Up to 14 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 beyond regular hours
 - _____
 - _____

An accounting of hours worked, mileage and other reimbursable expenses will be presented to

Susan Speck (title) Clerk of Session
(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 6 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 Speck
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 Ron Melick
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. Murawski
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 3 year(s)
beginning 1 JANUARY 2020 This covenant is for 38.55 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 THE CHURCH
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 *FICA*
Total Effective Salary \$

11,004.00
5,700.00
2,600.00
~~1,476.00~~
~~500.00~~
19,304.00

Professional Expenses Reimbursements*

Auto Expense (current IRS rate) 500.00
Business/professional expense 200.00
SECA Supplement (up to 50%) 1,476.00
Continuing Education 500.00
Other Allowances _____

Paid vacation leave 4 Weeks
Paid continuing education leave 2 weeks

*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.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the

Amard, Ohio.

Amarda Presbyterian Church of

Date of Action November 5th 2019

Signature

Mark T. Bates

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

Ann Melick

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

Nov 5 2019

Signature

Chris A. Tietz

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 _____ Indianola _____ Presbyterian Church of _____ Columbus _____
Ohio, being well satisfied with your qualifications for ministry and confident that we have been led to you by the
Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the
Kingdom of our Lord, earnestly and solemnly covenants with teaching elder

Reverend Edwin A. Brinklow

to undertake work as Transitional Pastor of this congregation, for a period of one (1) year beginning
November 1, 2019 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 ordinarily not eligible to be called as the next installed Pastor.
(G-2.0504b) However the Scioto Valley Presbytery permits this eligibility only by a three-fourths vote of the
members of the presbytery present and voting. (G-2.0504c)

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. Proclamation of the Word
2. Corporate worship and administration of the Sacraments
3. Administrative leadership and management of staff
4. Congregational communication

5. Provide leadership in evangelism, stewardship & commitment programs

6. Mission

7. Pastoral care

8. _____

The Transitional Pastor will serve as Moderator of Session X Yes No

Unless the Commission for Congregational Life specifically requests the Transitional Pastor to perform a task on its behalf, the Transitional Pastor shall not be involved in the work of the Pastor Nominating Committee beyond providing opportunities for them to communicate with the session and congregation about their progress.

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.

We promise you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord. 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 term of this covenant the following compensation (not less than ninety (90) percent of the previously installed pastor's compensation), stated in annualized amounts, to be paid in regular monthly or semi-monthly payments, and the following specified professional reimbursements:

| Effective Salary | | Professional Expenses Reimbursements* | |
|-------------------------------|---------------------------------------------|---------------------------------------|-------------------------------------------|
| Cash Salary | <u> \$31,666 </u> | Auto Expense (current IRS rate) | <u> \$0.58/mile </u> |
| Fair Rental Value of Manse | <u> </u> | Business/professional expense | <u> \$1800.00 </u> |
| Housing Allowance | <u> \$31,666 </u> | SECA Supplement (up to 50%) | <u> \$4844.90 </u> |
| Utility Allowance | <u> </u> | Continuing Education | <u> \$1500.00 </u> |
| Deferred Compensation | <u> </u> | Other Allowances | <u> </u> |
| Other Pensionable Comp. | <u> </u> | | <u> </u> |
| Total Effective Salary | \$ <u> 63,332 </u> | Moving Costs | <u> n/a </u> |

Full medical, pension, disability and death benefit coverage under the Board of Pensions

Paid vacation leave 4 Weeks

Paid continuing education leave 2 Weeks

*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.

We also agree to continue your compensation (less professional reimbursements) at the end of your contract with IPC for up to 60 days or until you secure another position – whichever comes first.

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

Certification of Covenant

By the Session

This covenant has been approved by the Session of the Indianola Presbyterian Church of Columbus Ohio.

Date of Action Sept 25, 2019 Signature Grdon D Reukas
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 Ann Melick
Commission Moderator

Date of Action 11/11/19 Signature [Signature]
Stated Clerk

By the Teaching Elder

I hereby accept this covenant and the terms and conditions contained herein.

Date of Acceptance 10/23/19 Signature Rev. Adam A. Brunklow
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

Contracted Pastoral Services

The Session of the _____Woodside_____ Presbyterian Church of _____Newark_____ 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 _____29th_____ day of _____September_____ 20 19_____ approved contracting with teaching elder

_____Reinita Thacker_____

to provide pastoral services for the church, effective _____November 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 limited 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.

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____

The terms of this covenant are:

- Up to ____20____ 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)

- _____
- _____
- _____
- _____

An accounting of hours worked, mileage and other reimbursable expenses will be presented to

_____ Woodside Clerk of Session _____ (title) _____

(circle one: ~~weekly~~ ~~biweekly~~ monthly ~~quarterly~~) 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 _____12_____ 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 _____ Woodside _____ Church of _____ Newark _____ Ohio.

Date of Action September 29, 2019

Signature Jean J. Howard
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 Ann Melick
Commission Moderator

By the Teaching Elder

I hereby accept this covenant and the terms and conditions contained herein.

Date of Acceptance Sept 29, 2019

Signature Beimonte Thacher
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 _____Woodside_____ Presbyterian Church of _____Newark_____ Ohio, hereby requests, with the concurrence of the Committee on Ministry of the Presbytery of Scioto Valley, that ruling elder _____

_____Reinita Thacker_____

be commissioned for limited Pastoral Service for this congregation, for a period of _____--one (1)-- year(s) beginning _____November 1, 2019_____ This covenant is for _____twenty (20) 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. 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. _____
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 | \$0.00 |
| Housing Allowance | \$100.00/Sunday preached |
| Utility Allowance | \$50.00/Sunday preached |
| Deferred Compensation | \$0.00 |
| Other Compensation | |
| Total Effective Salary | \$ \$150.00/Sunday preached |

Professional Expenses Reimbursements*

| | |
|---------------------------------|-------------------|
| Auto Expense (current IRS rate) | \$0.00 per year |
| Business/professional expense | \$0.00 per year |
| SECA Supplement (up to 50%) | \$0.00 per year |
| Continuing Education | \$300.00 per year |
| Other Allowances | |

Paid vacation leave 4 Weeks
 Paid continuing education leave 2 weeks

*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.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the
-----Newark----- Ohio.

-----Woodside----- Church of

Date of Action September 29, 2019

Signature

(Jen) J. Howard
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

Ann Melick
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 29, 2019

Signature

Beimonte Thacker
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 Presbyterian Church of London, Ohio, a congregation in the Presbyterian Church (U.S.A.) 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), being well satisfied with your qualifications for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you, teaching elder

Rev. Désirée M. Youngblood

to undertake service as Designated 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 October 1, 2019 and continue until October 1, 2022 subject to dissolution at any time by the Presbytery under the provisions of G-2.09. This call is for 100 percent of full-time.

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 | | Professional Expense Reimbursements* | |
|------------------------------------------|-----------------|--------------------------------------|---------|
| Cash salary | \$20,000 | Auto expense (current IRS rate) | \$2,000 |
| Fair rental value of manse | | Business/professional expense | \$500 |
| Housing allowance | \$40,000 | SECA supplement (up to 50%) | \$4,970 |
| Utility allowance | | Continuing education | \$1,500 |
| Deferred compensation | | Other allowances | |
| Dental PPO (member & family) | \$1,632 | | |
| Supplemental death benefits | \$459 | | |
| Vision eyewear coverage | \$47 | | |
| Total Effective Salary | \$62,138 | Moving costs | |

(Additional terms are set forth on an attachment. Yes ☐ No ☒)

Paid vacation leave 4 weeks, cumulative up to 6 weeks.
 Paid continuing education leave 2 weeks, cumulative up to 4 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.

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 September,
Debra K. Bleho - Clerk of 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 Rev. Desirée Youngblood for ministerial service, I do certify that the call has been made in all respect according to the rules laid 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:

76 Yes 19 No _____ Abstain

(Signed) [Signature] 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 [Signature]
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 [Signature]
Stated Clerk

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 London, 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 10/2/19 Signature [Signature]
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.]

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 First Presbyterian Church of Wellston
Ohio, hereby requests, with the concurrence of the Committee on Ministry of the Presbytery of Scioto Valley, that
ruling elder

John Pelteter
renewed be commissioned for limited Pastoral Service for this congregation, for a period of 3 year(s)
beginning January 1 2020. This covenant is for 50 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. Pastoral Duties
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 | <u>25,000</u> |
| Utility Allowance | |
| Deferred Compensation | |
| Other Compensation | |
| Total Effective Salary | \$ <u>25,000</u> |

Professional Expenses Reimbursements*

| | |
|---------------------------------|-------------------------|
| Auto Expense (current IRS rate) | |
| Business/professional expense | |
| SECA Supplement (up to 50%) | |
| Continuing Education | <u>500⁰⁰</u> |
| Other Allowances | <u>Books 300</u> |

| | | |
|---------------------------------|----------|-------|
| Paid vacation leave | <u>3</u> | Weeks |
| Paid continuing education leave | <u>2</u> | weeks |

*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.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the
Wellston, Ohio.

First Presbyterian Church of

Date of Action

October 3, 2019

Signature

Deborah 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

10/7/19

Signature

Rev. Ann Melick
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

October 3, 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.]

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 Hoge Memorial Presbyterian Church of Columbus
Ohio, hereby requests, with the concurrence of the Committee on Ministry of the Presbytery of Scioto Valley, that
ruling elder

Tom Gilman

be commissioned for limited Pastoral Service for this congregation, for a period of 1 year(s)
beginning January 1, 2019 This covenant is for part-time 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:

- Lead & assist in worship & special services (funerals)
- Pastoral care, congregational visits, attend presbytery mtgs.
- New Member classes & spiritual backup for the lead
- Office hours (Hoge home office), committee connections
- Personnel staff (Phil Joy)
- Schedule pulpits, field studies, write monthly article
- for Hoge Memorial maintain relationship with pastors

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

Total Effective Salary

\$

Professional Expenses Reimbursements

Auto Expense (current IRS rate)

Business/professional expense

SECA Supplement (up to 50%)

Continuing Education

Other Allowances

Paid vacation leave

Paid continuing education leave

Weeks

weeks

*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.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the
Columbus Ohio.

Koger Memorial Church of

Date of Action September 19, 2019 Signature Justin R. Lucas
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 Melick
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 Thomas A. Billman
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 Run Presbyterian Church of New Albany
Ohio, being well satisfied with your qualifications for ministry and confident that we have been led to you by the
Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the
Kingdom of our Lord, earnestly and solemnly covenants with teaching elder

Rev. Frank LeBlanc

to undertake work as Transitional Pastor of this congregation, for a period of one (1) year beginning
October 1, 2019 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 worship service focused on the love of Jesus Christ
2. Work with volunteers to prepare the bulletin and update the website.
3. Provide regular updates for inclusion in the newsletter, facebook, Instagram etc.
4. Participate in Worship + Music Commission meetings + make suggestions.
5. Assist with Youth + Adult ministries, making suggestions for improvement.
6. Assist with fundraising and engage the local community to expand membership.

Help the congregation develop a mission statement / moderate Session meetings.

7. Occasionally help the Deacons with Congregational Care.

8. Assist with the organizational functions of Rose Run Presbyterian

The Transitional Pastor will serve as Moderator of Session ☒ Yes ☐ No

Unless the Commission for Congregational Life specifically requests the Transitional Pastor to perform a task on its behalf, the Transitional Pastor shall not be involved in the work of the Pastor Nominating Committee beyond providing opportunities for them to communicate with the session and congregation about their progress.

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.

We promise you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord. 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 term of this covenant the following compensation (not less than ninety (90) percent of the previously installed pastor's compensation), stated in annualized amounts, to be paid in regular monthly or semi-monthly payments, and the following specified professional reimbursements:

Effective Salary

Cash Salary
Fair Rental Value of Manse
Housing Allowance
Utility Allowance
Deferred Compensation
Other Pensionable Comp.

32,000

28,000

Total Effective Salary \$ 60,000

Professional Expenses Reimbursements*

Auto Expense (current IRS rate)
Business/professional expense
SECA Supplement (up to 50%)
Continuing Education
Other Allowances

1,000

500

1,500

Moving Costs Vouchered up to 4,000

Full medical, pension, disability and death benefit coverage under the Board of Pensions

Paid vacation leave 4 Weeks

Paid continuing education leave 2 weeks

*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 the adequacy of this compensation at the time when the covenant is up for renewal.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the Rose Run Presbyterian Church of New Albany Ohio.

Date of Action 10/16/19

Signature Victoria 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 10/7/19

Signature Conn Melick
Commission Moderator

Date of Action 10/7/19

Signature [Signature]
Stated Clerk

By the Teaching Elder

I hereby accept this covenant and the terms and conditions contained herein.

Date of Acceptance 10/01/2019

Signature Rev. Frank L. Lane
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).]