Memorandum of Understanding
Between
Eastminster Presbytery & Presbytery of the Western Reserve

This memorandum of understanding establishes a relationship between Eastminster Presbytery and the Presbytery of the Western Reserve for the purpose of strengthening the ministry of the Gospel of both by sharing the services of the Rev. Barry W. Chance to serve as Stated Clerk for both presbyteries.

Employer of Record
Under this agreement, Eastminster Presbytery shall remain the employer of record for the Rev. Barry W. Chance. The Presbytery of Western Reserve shall make payment to Eastminster Presbytery by the first day of each month and in exchange they shall receive the services of the Rev. Barry Chance as proscribed in this memorandum. Eastminster Presbytery shall provide payroll services and handle professional reimbursement under this agreement.

Accountability
Rev. Chance shall be accountable to Eastminster Presbytery through the Administrative Ministry Committee (hereafter AMC), who shall annually review the adequacy of his compensation and perform a performance review which shall ordinarily be done in the month of October. Vacation, Continuing Education, Family Medical Leave, and Sabbatical Leave shall be approved by the AMC in consultation with the Head of Staff of the Presbytery of the Western Reserve.

Rev. Chance shall be accountable to the Presbytery of Western Reserve through the Personnel Committee. They shall annually review the adequacy of his compensation and send feedback to the AMC of Eastminster Presbytery to be included in the annual performance review.

Hours
For the purposes of this agreement, Rev. Chance will be considered to work 55 hours/week. Those hours shall be flexible to best serve the needs of both presbyteries with the intention that he serve an average of 30 hours per week to Eastminster Presbytery, 15 hours a week to the Presbytery of Western Reserve, and 10 hours per week in activities that benefit both presbyteries (see Appendix C for examples of activities that benefit both presbyteries).

Office and Remote Work
Rev. Chance's primary workplace will be his home located at 1405 Shanabrook Drive in Akron, OH. He will be reimbursed mileage to and from that location for the work of the two presbyteries at the IRS business rate. He is considered to primarily work remotely and may do so out-of-the-bounds of either presbytery at his discretion.

Schedule Coordination
As the Head of Staff of Eastminster Presbytery, Rev. Chance shall coordinate with the Head of Staff of the Presbytery of Western Reserve to resolve conflicts between the schedules of the two presbyteries. Appendix B of this memorandum contains the known scheduling needs of both presbyteries at the time of approval. Work done on behalf of one presbytery that precludes participation in the activity of the other shall not be considered leave from that presbytery.

Commitment to Shared Ministry
By entering into this agreement, Eastminster Presbytery and the Presbytery of the Western Reserve commit themselves to seeking opportunities for shared ministry between them. Some possibilities include:

- Minutes Review
- Mission, Education, and Fellowship Opportunities
- General Assembly Commissioner Orientation
- Boundaries Training
- Shared Pulpit Supply Lists
- Joint Presbytery Meetings
- Combined Committees on Preparation for Ministry

Work Done for Other Entities
Except for ordinary preaching within the congregations of the two presbyteries, Rev. Chance shall not do paid work for another employer without the permission of the AMC in consultation with the Personnel Committee.

Term and Termination
This agreement is established effective December 1, 2026 for a term of 37 months (expiring December 31, 2029) during which time Rev. Chance shall be considered elected as the Stated Clerk of the Presbytery of the Western Reserve in addition to serving as the General Presbyter & Stated Clerk of Eastminster Presbytery by separate agreement. The agreement between the two presbyteries may be terminated by either

party with ninety (90) days' notice after which Rev. Chance may be eligible for severance pay as negotiated between him and the two presbyteries. After the notice period and any severance, he shall return to working only for Eastminster Presbytery at 40 hours/week with the terms of call that were effective on November 30, 2026 with any appropriate annual adjustments made for staff since then.

Moderator of Eastminster Presbytery	Date
Moderator of the Presbytery of the Western Reserve	Date

Appendix A
Initial Financial Terms

The Presbytery of Western Reserve shall pay Eastminster Presbytery a sum of $66,151.73 in twelve monthly payments of $5,512.64 due on the first of each month starting on December 1, 2026. This payment is in exchange for the Presbytery of Western Reserve receiving the services of Rev. Chance who is employed and compensated by Eastminster Presbytery. This number is based on the following presumption:

Salary	$35,000.00
SECA Offset	$ 2,677.50
Medical	$19,174.23
Pension	$ 3,500.00
Professional Expenses	$ 4,000.00
Telephone	$ 600.00
Sabbatical	$ 1,200.00

According to the policies of Eastminster Presbytery, Rev. Chance is entitled to two weeks of continuing education leave, four weeks of vacation, and 12 weeks of paid family/medical leave a year. He is also eligible for three months of sabbatical leave after six years of continuous service. His next sabbatical is anticipated to take place in 2030.

These terms shall be reviewed by the Administrative Ministry Committee of Eastminster Presbytery and the Personnel Committee of the Presbytery of Western Reserve and can be modified by mutual agreement subject to the approval of the presbyteries.

Appendix B
Eastminster and Western Reserve Calendar Coordination

Committees Resourced by Rev. Chance

Western Reserve	Eastminster
1st Tuesday @ 6pm – COM	
2nd Tuesday @ 9:30am – Coordinating Cabinet	2nd Tues @ 4pm – Council (Feb, July, Oct)
	2nd Thursday @ 10am - Resource 2nd Thursday @ 5:30pm - COM
2nd Monday @ 4pm – Operations	
3rd Thursday @ 5pm – CPM	

* The AMC and CPM of Eastminster Presbytery meet as needed (roughly 3 times/year) and the PJC meets as needed (twice a year for training when there is no active case).

Stated Meetings

4th Monday of January - Zoom	
4th Monday of March - Hybrid	2nd Tuesday of March
4th Monday of May - Hybrid	
	2nd Tuesday of August
4th Monday of July - Hybrid	
4th Saturday of September - Hybrid	
4th Monday of November - Zoom	2nd Tuesday of November

Appendix C
Activities That Benefit Both Presbyteries

The agreement between Eastminster Presbytery and the Presbytery of the Western Reserve presumes that in sharing a Stated Clerk some of his activities will benefit both presbyteries. Some examples include:

- Service on boards, committees, and commissions of the Synod, General Assembly, or agencies of the PC(USA)
- Service on ecumenical bodies or non-profit boards
- Participation in the Association of Stated Clerks or other professional associations
- Education on issues and changes within the denomination (proposed amendments to the Book of Order, updates to the ordination exam process, etc.)
- Intentional shared activities between the two presbyteries (minutes review, General Assembly Commissioner orientation, etc.)

At the time this agreement was formed, Rev. Chance disclosed the following commitments which are considered to be activities that benefit both presbyteries:

- Rev. Chance serves as the Vice President of Board of Directors of P.R.A.Y. Publishing (https://www.praypub.org/) and is working with them to revive the National Association of Presbyterian Scouters
- Rev. Chance serves on the Synod of the Covenant Administrative Commission for the Presbytery of Detroit
- Rev. Chance serves on the Synod of the Covenant Commissioned Ruling Elder Steering Committee
- Rev. Chance is the primary Administrator for the Great Lakes Call Finder (https://greatlakescallfinder.org/)
- Rev. Chance participates in the Columbia Theological Seminary Partnership with Mid-Councils

He further disclosed that he will resign from the following commitments when this agreement goes into effect unless scheduling conflicts can be resolved:

- Rev. Chance is an advisory member of the Synod of the Covenant Governance Committee
- Rev. Chance is a member of the Board of Directors of the Great Trail Council of Scouting America