

**THE PRESBYTERY OF CAYUGA-SYRACUSE
COMMITTEE ON MINISTRY**

Covenant with Bridging (Temporary) Supply Pastor

The Pastor Search Committee and the Session of the Morrisville Community Church request that the Presbytery of Cayuga-Syracuse appoint the Rev. Dr. Harvey Sindima as their bridging (temporary) supply pastor beginning June 9, 2019 and ending by Dec. 31, 2019. This covenant may be extended with the approval by all parties.

G – 2.0504b “Temporary pastoral relationships are approved by the presbytery and do not carry a formal call or installation. A person serving in a temporary pastoral relationship is invited for a period not to exceed twelve months in length, which is renewable with the approval of the presbytery. A minister of Word and Sacrament employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor.” (See G-2.0504c for exceptions)

This is a part time position, consisting of the services listed below, as needed and requested by Session.

- Lead worship and preach **two** Sundays a month.
- Administer the Sacraments of Baptism and the Lord’s Supper
- Moderate session and congregational meetings
- Pastoral care of the congregation/including pastoral visits
- Office hours one day a week. (Rev. Dr. Sindima’s request)
- Lead funeral services and Officiate at weddings upon request. Compensation negotiated and paid by family.
- Help revitalize and provide guidance to church committees
- Other administrative duties as needed or apply to position

Compensation: Rev. Dr. Harvey Sindima does not want to be paid for his service to the Morrisville Community Church, PCUSA. However, as required, he will be paid the monthly rate of **\$50, plus mileage**, for moderating session and leadership of congregational meetings.

PNC Chairperson: _____ Date: _____

Clerk of Session: _____ Date: _____

Minister of Word and Sacrament: _____ Date: _____

COM Chairperson: _____ Date: _____

**THE PRESBYTERY OF CAYUGA-SYRACUSE
COMMITTEE ON MINISTRY
Covenant with Interim Pastor**

The Session/Board/Council of _____ Jamesville Community _____ Church of _____ Jamesville, New York _____ (Church PIN _____) requests that the Presbytery of Cayuga-Syracuse approve this agreement for the Rev. Rebecca Kiser to serve as Interim Pastor, beginning ____ August 1st _____, 2019, for the period of one year. **This agreement may be terminated by the Presbytery or the Session upon 60 days written notice, or by the Interim Pastor upon 30 days written notice. The agreement may be renegotiated and extended for a one-year period.**

Accountability

The Interim Pastor is accountable to the Presbytery through its Committee on Ministry (COM), and will submit quarterly written reports to the COM on the progress of addressing the transitional tasks for interim ministry. At the end of the agreement, the Session agrees to review and evaluate the Interim Pastor's work, and the COM will do an exit interview with the Interim Pastor.

Transitional tasks for the congregation during the interim period, for which the Interim Pastor will provide leadership

1. Coming to terms with history – both understanding and valuing where the congregation has been.
2. Discovering a new identity – congruent with, but not defined by, the past.
3. Facilitating shifts of power – authorizing persons and processes in ways appropriate to the new situation.
4. Strengthening denominational relationships – as part of the congregation's identity and mission.
5. Building commitment to new leadership for a new future – developing a shared vision and working relationships with each other and with the new pastor.

Expectations

The Interim Pastor: (please indicate by *yes* or *no*)

- YES is or will become a member of Cayuga-Syracuse Presbytery
 _____ will not become a member of this Presbytery, but is a member of _____
NO will serve as moderator of the Session
YES will assist in the mission study process, working in conjunction with COM
YES will assist in preparation of the Ministry Information Form in conjunction with COM

The Interim Pastor shall: (please check the appropriate spaces)

- x lead worship and preach all Sundays per month.
 x do pastoral calling on sick, shut-ins, and prospective members.
 x officiate at weddings and funerals as requested.
 _____ plan and moderate session and congregational meetings.

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- ☒ work with boards and committees to assist them in carrying out their assigned tasks.
- ☒ train newly elected officers.
- ☒ perform other administrative duties as requested by the Session.
- ☒ teach and/or provide resources for Confirmation Class.
- Other: _____

Understandings:

1. It is understood that the Interim Pastor will not be involved in any way with the search for or selection of the new Pastor. Any suggestions that the Interim pastor has regarding prospective candidates are to be submitted to the Ministry Work Group.
2. It is understood that the Interim Pastor will be kept informed of the progress of the Pastor Nominating Committee as far as dates are concerned, and will be available to the PNC should questions arise concerning the time line of calling a new Pastor. When the search has narrowed to two or three candidates, the Interim Pastor will be available to talk with the prospective candidates.

G-2.0504b *"Temporary pastoral relationships are approved by the presbytery and do not carry a formal call or installation.... A person serving in a temporary pastoral relationship is invited for a period not to exceed twelve months in length, which is renewable with the approval of the presbytery. A teaching elder employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co-pastor, or associate pastor."*

[IMPORTANT: Please refer to Cayuga-Syracuse Policy in the MWG Manual-Section 2 Letter G(2)]

Please circle one of these...

This is a full-time position

The Terms of this Agreement are as follows:

Cash Salary \$40,000

Housing:

Manse Value (if provided), and/or \$

Housing and/or utility allowance \$20,000

Deferred Compensation (403b, section 125 plan, etc.) \$

Social Security Offset (in excess of 50%) \$

Other: _____ \$

EFFECTIVE SALARY \$60,000

Board of Pensions:

Full medical, pension, disability, and death benefit coverage

Additional benefits: _____ \$22,200

Other benefits:

Social Security Offset (if less than 50%) \$3,720

Other: dental insurance \$444.00

Professional reimbursable expenses:

Travel at \$.58 per mile (IRS rate recommended) \$1,400

Continuing Education reimbursement \$900

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Other: _____ \$

Paid vacation leave of four weeks annually

Paid continuing education leave of two weeks annually (cumulative up to six weeks)

Moving expenses

(Note: Items above that are in bold typeface are required. *Others are optional.*)

Within the Presbytery of Cayuga-Syracuse

Clerk of Session:

Date:

Interim Pastor:

Date:

COM Chairperson: _____

Date:

Stated Clerk:

Date:

By Presbytery of the teaching elder's present membership

COM Chairperson:

Date:

Stated Clerk:

Date:

THE PRESBYTERY OF CAYUGA-SYRACUSE
COMMITTEE ON MINISTRY
Covenant with Interim Pastor

The Session/Board/Council of First Presbyterian Church of Skaneateles, NY (Church PIN _____) requests that the Presbytery of Cayuga-Syracuse approve this agreement for the Rev. Monica E. Styron to serve as Interim Pastor, beginning June 1, 2019, for the period of one year. **This agreement may be terminated by the Presbytery or the Session upon 60 days written notice, or by the Interim Pastor upon 30 days written notice. The agreement may be renegotiated and extended for a one-year period.**

Accountability

The Interim Pastor is accountable to the Presbytery through its Committee on Ministry (COM), and will submit quarterly written reports to the COM on the progress of addressing the transitional tasks for interim ministry. At the end of the agreement, the Session agrees to review and evaluate the Interim Pastor's work, and the COM will do an exit interview with the Interim Pastor.

Transitional tasks for the congregation during the interim period, for which the Interim Pastor will provide leadership

1. Coming to terms with history – both understanding and valuing where the congregation has been.
2. Discovering a new identity – congruent with, but not defined by, the past.
3. Facilitating shifts of power – authorizing persons and processes in ways appropriate to the new situation.
4. Strengthening denominational relationships – as part of the congregation's identity and mission.
5. Building commitment to new leadership for a new future – developing a shared vision and working relationships with each other and with the new pastor.

Expectations

The Interim Pastor: (please indicate by *yes* or *no*)

- ☒ is or will become a member of Cayuga-Syracuse Presbytery
 _____ will not become a member of this Presbytery, but is a member of _____
☒ will serve as moderator of the Session
☒ will assist in the mission study process, working in conjunction with COM
☒ will assist in preparation of the Ministry Information Form in conjunction with COM

The Interim Pastor shall: (please check the appropriate spaces)

- ☒ lead worship and preach 4 Sundays per month.
☒ do pastoral calling on sick, shut-ins, and prospective members.
☒ officiate at weddings and funerals as requested.
☒ plan and moderate session and congregational meetings.
☒ work with boards and committees to assist them in carrying out their assigned tasks.
☒ train newly elected officers.
 _____ perform other administrative duties as requested by the Session.

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X teach and/or provide resources for Confirmation Class.
 _____ Other:

Understandings:

1. It is understood that the Interim Pastor will not be involved in any way with the search for or selection of the new Pastor. Any suggestions that the Interim pastor has regarding prospective candidates are to be submitted to the Ministry Work Group.
2. It is understood that the Interim Pastor will be kept informed of the progress of the Pastor Nominating Committee as far as dates are concerned, and will be available to the PNC should questions arise concerning the time line of calling a new Pastor. When the search has narrowed to two or three candidates, the Interim Pastor will be available to talk with the prospective candidates.

G-2.0504b "Temporary pastoral relationships are approved by the presbytery and do not carry a formal call or installation.... A person serving in a temporary pastoral relationship is invited for a period not to exceed twelve months in length, which is renewable with the approval of the presbytery. A teaching elder employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co-pastor, or associate pastor."

[IMPORTANT: Please refer to Cayuga-Syracuse Policy in the MWG Manual-Section 2 Letter G(2)]

Please circle one of these...

This is a full-time position – OR – This is a part-time position, consisting of _____ hours per week.

The Terms of this Agreement are as follows:

Cash Salary	\$60,000	
Housing:		
Manse Value (if provided), and/or	\$	
Housing and/or utility allowance	\$20,000	
Deferred Compensation (403b, section 125 plan, etc.)	\$	
Social Security Offset (in excess of 50%)	\$	
Other:	\$	
EFFECTIVE SALARY	\$	
Board of Pensions:		
Full medical, pension, disability, and death benefit coverage		9,600
Additional benefits: <u>death</u>	\$	920
Other benefits:		
Social Security Offset (if less than 50%)	\$	6,120
Other: <u>Medical-</u>	\$1,860	
Professional reimbursable expenses:		
Travel at \$ _____ per mile (IRS rate recommended)	\$2,000	
Continuing Education reimbursement	\$2,000	
Other: <u>Professional</u>	\$2,000	
Paid vacation leave of five (5) weeks annually		
Paid continuing education leave of two weeks annually (cumulative up to six weeks)		
Moving expenses		

(Note: Items above that are in bold typeface are required. Others are optional.)

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Within the Presbytery of Cayuga-Syracuse

Clerk of Session: Ronald L Beavers

Date: 3-11-19

Interim Pastor: Rev. Stephen W. Simpson

Date: 3-11-19

COM Co-Chairperson: Jonie Day Anson

Date: 28 Mar. 2019

Stated Clerk: COM has authority to
approve contract

Date: _____

By Presbytery of the teaching elder's present membership

COM Chairperson: _____

Date: _____

Stated Clerk: _____

Date: _____

**PRESBYTERY OF CAYUGA-SYRACUSE
COMMITTEE ON MINISTRY**

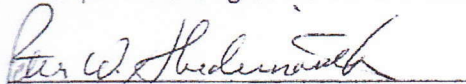
COVENANT OF CLOSURE

As of retirement from active ministry on June 30, 2019, the Rev. Peter Shidemantle, the Pebble Hill Presbyterian Church and the Committee on Ministry of the Presbytery of Cayuga Syracuse, having discussed the intent and requirements of the Presbytery's *Policy for Pastors Who Retire*, enter into the following covenant:

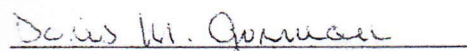
1. I, the Rev. Peter Shidemantle agree that I:
 - a. Will not become involved in any leadership or advisory role (public or private) in the Pebble Hill Presbyterian Church congregation;
 - b. Will not intervene or give advice to anyone involved in a congregation, including via social media;
 - c. Will not officiate in any special events in the lives of former parishioners or of the congregation, including weddings, funerals, baptisms, worship leadership, church anniversary activities, etc., unless expressly invited by the Moderator of the Session;
 - d. Will refuse requests for pastoral services made by members of the congregation and direct them to the Moderator of Session;
 - e. Will consult with the Moderator of Session prior to visiting the congregation, attending worship or attending a special event;
 - f. Will refrain from giving opinions or directions regarding church business;
 - g. Will explain and affirm the above principles in writing (by letter or newsletter) and/or pulpit prior to my retirement – June 30, 2019.

It is understood that this policy does not affect or require termination of friendships with individuals in the Pebble Hill Presbyterian Church congregation.

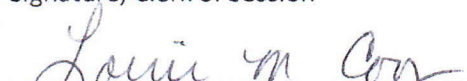
2. The Session of the Pebble Hill Presbyterian Church agrees to:
 - a. Respect the terms of the Covenant agreed upon by the Rev. Peter Shidemantle as outlined above;
 - b. Interpret the terms of the Covenant to the congregation and to incorporate this agreement in the minutes of the congregational meeting when the pastoral relationship is dissolved;
 - c. Incorporate this agreement in the Session Minutes.


Rev. Peter Shidemantle

5-26-2019
Date


Signature, Clerk of Session

5-26-2019
Date


Signature, COM Representative

7-9-19
Date