Eastern Regional Conference, Churches of God, General Conference, 2018 Pastoral Agreement Form (PAF)

This is a record of agreement between:_____

and their pastor_____Date:_____

TERM OF SERVICE

The term of service shall begin on _____ and shall be for an indefinite time. Service may be terminated by:

a) the pastor's resignation to the Commission on Church and Pastor, after having obtained the counsel of the district representative; or by **b**) the local church board's decision and approval by the Conference Commission on Church and Pastor.

It is UNDERSTOOD that either party requesting termination SHALL GIVE 60 days WRITTEN NOTICE, unless otherwise agreed upon by the parties involved.

It is REQUIRED that the following compensation agreement be reviewed annually by the local church and their pastor prior to December 1 and returned to the Church and Pastor Commission secretary by: January 1. Disability Insurance is based on the most recent form on file.

COMPENSATION PACKAGE (See Guidelines for Pastoral Compensation)

1. Remuneration Total……$_____
   - a. Cash Salary $_____
   - b. Housing Allowance $_____
   - c. Parsonage Rental Value $_____
   - d. Parsonage Expense Allowance $_____

2. Supplemental Benefits Total……$_____
   - a. Health Insurance $_____
   - b. Pension (full 12%) $_____ (.12 x line 1 above)
   - c. Housing Equity Fund $_____
   - d. Social Security Allowance* $_____ (.0765 x line 1 above)
   - e. Disability Insurance (Conference provides to age 65)
   - f. Life Insurance $_____
   - g. Malpractice Insurance ☐ Yes ☐ No
   - h. Workman's Compensation $_____
   - i. Other $_____

2. Reimbursement for Expenses Total……$_____
   - a. Travel $_____
   - b. Continuing Education $_____
   - c. Clergy Couples Retreat $_____
   - d. Ministry Expenses $_____
   - e. Other $_____

IMPORTANT PLEASE FILL THIS OUT

To accurately calculate the Conference provided Disability Insurance, complete the following:

Are you: ☐ Full Time

☐ Part Time

If part-time, how many hours are you expected to work? _____

Credentials: ☐ Ordained

☐ Licensed

Date of Birth:_____

NOTE: *The dollar amounts shown on this agreement are 'a not to exceed value' and there is no guarantee that the full value of the agreement will be given. This is an agreement between the local church and the pastor. The Eastern Regional Conference, Churches of God is not obligated for nor guarantees any of the above contracted amounts.*

*Social Security Allowance to a Pastor is a taxable benefit.

NON-FINANCIAL BENEFITS -- (See Guidelines for Pastoral Compensation.)

4. VACATION: The pastor will receive vacation time of _____week(s) per year.

5. HOLIDAYS: The pastor may have the following holidays: New Year's Day, Martin Luther King Day, President's Day, Easter Monday, Memorial Day, July 4th, Labor Day, Thanksgiving, Christmas and the pastor's birthday.

6. SICK LEAVE: (Thirty days annually) accumulated sick leave from previous years: _____. *(Maximum of 30 additional days may be accumulated.)*

7. PROFESSIONAL LEAVE: The church agrees to grant the pastor _____ week(s) for professional leave. The church needs to compensate the supply pastor for any Sunday(s) the pastor may be absent.

8. SABBATICAL LEAVE: Time accumulated towards a sabbatical: _____weeks.

9. DAY OFF: It is understood that _____will be the pastor's usual day off each week.

10. PASTORAL CARE TEAM: The Pastoral Care Team shall consist of: _____

11. WEEKLY HOURS OF WORK REQUIRED: _____.

_____**Pastor**_____**Council President**

MAKE FOUR (4) COPIES OF THIS CONTRACT: Mail (2) two copies to: ERC Churches of God, 900 South Arlington Avenue, Suite 120B, Harrisburg, PA 17109 by January 1, 2018. Give one copy to your pastor and keep one copy for your board/council. A fillable form is available at www.erccog.org for the 2018 Contract.