

**Eastern Regional Conference, Churches of God, General Conference, 2019 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 Credentialing & Placement Commission, after having obtained the counsel of the district representative; or by **b)** the local church board's decision and approval by the Credentialing & Placement Commission.

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 Credentialing & Placement Commission secretary by: January 1. LT Disability Insurance is based on the most recent contract on file for any full time pastor under the age of 65.

**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 LT 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, 2019. Give one copy to your pastor and keep one copy for your board/council. A fillable form is available at [www.ercog.org](http://www.ercog.org) (Resources) for the 2019 Contract.