

Eastern Regional Conference, Churches of God, General Conference, 2025 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 Credentialing & Placement, after having obtained the counsel of the placement representative; or by
- b) the local church board's decision upon receiving counsel by the placement representative and approval by the Commission on Credentialing & Placement.

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 ERC office by January 1. 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 | \$ _____ | |
| | j. Couples in Ministry Retreat | \$ _____ | |
| 3. | Reimbursement for Expenses Total..... | \$ _____ | |
| | a. Travel | \$ _____ | |
| | b. Continuing Education | \$ _____ | |
| | c. Ministry Expenses | \$ _____ | |
| | d. 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 THREE (3) COPIES OF THIS CONTRACT: Mail (1) ONE copy to: ERC Churches of God, 113 S. Second St., Wormleysburg, PA 17043 by January 1, 2025. Give one copy to your pastor, and keep one copy for your board/council.