

**SAMPLE COVENANT BETWEEN A SESSION  
AND A COMMISSIONED LAY PASTOR (CLP)  
PRESBYTERY OF ARKANSAS**

This Covenant between the Session of the \_\_\_\_\_ Presbyterian Church of \_\_\_\_\_ and \_\_\_\_\_, CLP is for the purpose of providing pastoral services. This relationship shall begin effective \_\_\_\_\_ until \_\_\_\_\_ (no more than 36 months) at which time it may be renewed with the concurrence of session, the Committee on Ministry of the Presbytery of Arkansas, and the CLP

It is understood that the terms of the call to the CLP will be in accord with the provisions found in the Book of Order, G-14 0801. There shall be an annual evaluation of the work of the CLP by the Session of the \_\_\_\_\_ Presbyterian Church. At that time this covenant may be renewed or not renewed at the discretion of the Session, the CLP, or the Presbytery.

The CLP shall be provided by the Session four (4) weeks (including Sundays) vacation annually and two (2) weeks study leave (including two Sundays). The Session agrees to pay the CLP \$\_\_\_\_\_ per year (or month) with a review of the compensation annually. The Session agrees to reimburse the CLP \$0 \_\_\_ per mile (or the IRS allowable rate) for mileage driven to and from the church and in the execution of other duties for the church. The Session agrees to pay \$200 per year to the Presbytery for continuing education for the CLP (cf Book of Order, G-13 0801b).

The CLP is expected to fulfill the following duties that are initialed by the Clerk of Session and the CLP.

Clerk of Session

CLP

\_\_\_\_\_ Preach regularly on Sundays and at special services during the church year \_\_\_\_\_

\_\_\_\_\_ Lead worship on Sundays and for special services \_\_\_\_\_

\_\_\_\_\_ Officiate at funerals as requested and as available \_\_\_\_\_

\_\_\_\_\_ Moderate the meetings of Session \_\_\_\_\_

- \_\_\_\_\_ Provide administrative leadership for the congregation \_\_\_\_\_
- \_\_\_\_\_ Administer the Sacrament of the Lord's Supper only in this congregation \_\_\_\_\_
- \_\_\_\_\_ Administer the Sacrament of Baptism only in this congregation \_\_\_\_\_
- \_\_\_\_\_ Make hospital visits when available \_\_\_\_\_
- \_\_\_\_\_ Provide other pastoral care for the congregation \_\_\_\_\_
- \_\_\_\_\_ Make new member and evangelistic visits \_\_\_\_\_
- \_\_\_\_\_ Teach officer training \_\_\_\_\_
- \_\_\_\_\_ Teach Confirmation Classes \_\_\_\_\_
- \_\_\_\_\_ Teach a regular Bible study class \_\_\_\_\_
- \_\_\_\_\_ Participate regularly in meetings of Presbytery \_\_\_\_\_
- \_\_\_\_\_ Other duties: \_\_\_\_\_
- \_\_\_\_\_ " " \_\_\_\_\_

It is understood that the CLP would ordinarily work only \_\_\_\_\_ hours per week for the church. If the CLP should exceed those hours in any given week, s/he should take comp. time in one of the next few weeks. This time is to be negotiated between the Session and the CLP. If the work exceeds 20 hours per week the Session should consider the possibility of Pension and Major Medical for the CLP.

Should the CLP be asked to move to the community in which the church is located the church shall provide full moving expenses to the community and a housing allowance or manse shall be provided.

\_\_\_\_\_  
(Name of CLP) (date)

\_\_\_\_\_  
(Clerk of Session for the Session) (date)

\_\_\_\_\_  
(Moderator of the Committee on Ministry) (date)