



Illinois South Conference  
of the  
United Church Of Christ



## THE CALL: A COVENANT FOR MINISTRY

The Call to \_\_\_\_\_ to become Pastor  
of \_\_\_\_\_ United Church of Christ at \_\_\_\_\_, Illinois.

Having sought the guidance of the Holy Spirit and believing that God has called us to share in a mutual and common ministry in Christ, the people of \_\_\_\_\_ United Church of Christ, at a regularly called meeting of this congregation, held on \_\_\_\_\_, voted to enter into covenant with you to become pastor and teacher of this church, effective on \_\_\_\_\_.

We recognize and acknowledge that your responsibilities and duties as our pastor shall be those of the pastoral office described in the Constitution and Bylaws of this congregation, as well as by the customs and practices of the United Church of Christ, which include the right and responsibility of participation and leadership in the mission of the United Church of Christ, the ecumenical church, and the community.

In extending this Call, the congregation understands that the pastor has freedom of the pulpit in matters of faith and ethics according to the dictates of the Word of God, the work of the Holy Spirit, traditions of the United Church of Christ, and realities of the world.

Believing that the cause and mission of Christ's Church will be forwarded under your pastoral and spiritual leadership, we enter into this covenant agreement and commit ourselves to the following terms:

1. The church agrees to pay an annual cash salary of \$\_\_\_\_\_, payable in \_\_\_\_\_ equal installments; and to review the salary annually.
2. The church will provide and maintain a parsonage for your use and will pay \$\_\_\_\_\_ toward the cost of utilities and heat and basic phone costs (not including personal toll calls). In order to maintain the property, an annual review of the condition of the parsonage will be made by \_\_\_\_\_.

**OR**

The church will provide a housing allowance of \$\_\_\_\_\_ annually, payable in \_\_\_\_\_ equal installments, and to review the housing allowance annually.

3. The church agrees to give an annual vacation of \_\_\_\_\_ weeks with full pay. The church will cover the cost for pulpit supply (arranged by the pastor) during this period.
4. The church will pay for your coverage under the UCC group medical and dental insurance plans, or for other insurance for you and your family as might be arranged by mutual agreement in writing.

5. The church will pay pension premiums amounting to fourteen percent (14%) of your annual cash salary plus housing allowance, or parsonage evaluated at thirty percent of your annual cash salary.
6. The church agrees to pay an amount equal to one and one-half percent (1.5%) of the adjusted amount in #5 above to meet the premium for the Life Insurance and Disability Income Benefit Plan.
  - a. In case of the pastor's death, the spouse and/or family shall receive full salary for the current month plus any vacation time earned, plus three months, and with the provision of living in the parsonage or receiving housing allowance for that three-month period. Further provisions may be made upon mutual agreement in writing only between the church and the spouse and/or family under guidance from the conference ministers and/or the conference committee on the ministry.
  - b. In case of disability because of illness or accident:
    - (i). the church shall be responsible for full salary and allowance for the first month of disability.
    - (ii). the second and third months, basic salary would continue but travel allowance would not be paid.
    - (iii). during this ninety-day period, the pastor and family shall continue to have full use of the parsonage or receive full housing allowance. The church shall continue to pay insurance premiums and the pastor's annuity. The cost for pulpit supply during this period may be mutually agreed upon.
    - (iv). agreement shall be reached between the official board and the parsonage family regarding the continued use of the parsonage following the ninety-day period.
    - (v). the Life insurance and Disability Income Benefit Plan will become effective after ninety-days.
7. The church agrees to pay \$ \_\_\_\_\_ toward your self-employment Social Security Tax.
8. Sabbatical Leave: You will be granted a three-month sabbatical leave with full pay, in addition to your annual vacation, after six years of service with our church. During your sabbatical leave, the church will cover the cost of supply pastoral service. The precise time and plan of the leave shall be by mutual agreement. You agree to serve this church for at least one year following your sabbatical leave.

#### REIMBURSEMENT OF PROFESSIONAL EXPENSES:

9. The church will provide a car allowance of \$. \_\_\_\_\_ per mile for expenses incurred in the performance of your ministerial duties to be included in the Current Expense budget of the church, adjusted per IRS car allowance.
10. The church agrees to provide \_\_\_\_\_ days per year and \$ \_\_\_\_\_ per year for your continuing education. The continuing education period may include \_\_\_\_\_ Sundays.
11. The church will reimburse you for the cost of attending meetings of the Illinois South Conference, essential to sustain our church's faithfulness to our covenant partnership (Annual Meetings, essential clergy meetings, workshops for pastors and lay leaders).
12. The church will reimburse the \$150 cost of your National Criminal Background Check when you begin your ministry with us.

