



Bridge Pastor Contract Presbytery of Baltimore

This agreement sets forth the basis for a working relationship between

_____ and the Session of _____ for the period beginning _____ and ending _____.

The Pastor will be paid _____ per week for the term of this agreement based on the departing pastor salary and a work week of _____ hours per week. *

Benefits do not apply to this agreement.

Shared Goals for the Well-being of the Church

1. Will work together to provide for the spiritual growth and the ongoing mission and work of the church.
2. Will facilitate open sharing of information with the congregation.

Expectations of the Bridge Pastor

1. Will provide regular preaching and worship leadership on Sunday mornings and at special services, taking appropriate time for study and preparation. Will officiate at weddings and funerals and administer the sacraments as agreed upon with the Session.
2. Will provide (along with elders and deacons and in accordance with the practices of the congregation) continuing pastoral care for church members and friends, including hospital and home visitation in crises. Other duties to include:

_____.
3. Will function as Head of Staff, supervising church employees; will moderate Session meetings; will plan for and moderate congregational meetings; and will provide, with the Session, organizational oversight for the work of the church.
4. Will work collegially with Session committees in program planning.
5. Will be accountable to the Presbytery Commission on Ministry and to the Session of the church.
6. Will abide by the Presbytery's Ministerial Ethics Guidelines and Sexual Misconduct Policy. See [Sexual Misconduct Policy and Its Procedures](#) and [Ministerial Ethics Guidelines](#).

Expectations of the Session

- 1. Will work cooperatively with the Pastor and the Presbytery to support the work of this ministry.
- 2. Will continue to fulfill their *Book of Order* responsibilities for the life and work of the church.
- 3. Will review this contract with the Pastor for changes and/or renewal at least twenty (20) days prior to the end of the contract. This contract may be extended on a week-to-week basis with the approval of the Session.

Expectations of Presbytery

- 1. Will provide support and consultative services to the Pastor and the Session through the staff and the Commission on Ministry (COM).
- 2. Will assist the Session and Pastor with emerging needs through the resources of the committees and commissions of Presbytery.

Mutual Expectations

- 1. Will provide prayer and spiritual support to each other as members of the family of Christ.

Termination Provisions

- 1. This agreement may be terminated by the Session with thirty (30) days’ notice. Failure to extend the contract prior to twenty (20) days from its expiration, or notice of non-renewal of the contract, shall be considered notice of termination.
- 2. The Pastor may terminate this agreement with thirty (30) days’ notice, in which case payment beyond the thirty (30) day period will be forfeited.
- 3. After consultation with the Session, the Presbytery’s Commission on Ministry may terminate this agreement with thirty (30) days’ notice.

Signatures:

Pastor _____ Date _____

Clerk of Session _____ Date _____

Representative, COM _____ Date _____

Copies to: Pastor
Clerk of Session
Presbytery office
COM Representative

*Suggested weekly pay can be calculated by dividing the departing pastor’s effective salary by 52 (weeks) and adjusting for hours per week.