

CALL TO A PASTOR

We the officers and members of the _____ Presbyterian Church of _____, being well satisfied with your ministerial qualifications and confident that we we have been led to you, _____, by the Holy Spirit as one whose ministry shall be profitable to our spiritual interest, do earnestly call you to undertake the office of pastor of this congregation. On the acceptance of this our Call, we promise you in the discharge of your duty all proper support, encouragement, and obedience in the Lord.

That you may devote yourself wholly to the Ministry of the Word, we promise and obligate ourselves to:

- a. Pay you an annual salary of \$ _____ in at least monthly payments.
- b. Housing (Check all that apply):
 - Provide you with the free use of a manse with utilities.
 - Provide you with the free use of a manse without utilities.
 - Provide you with a housing allowance of \$ _____ in at least monthly payments.
- c. Pay your moving expenses.
- d. Grant you a travel allowance of \$ _____ annually.
- e. Pay into the Associate Reformed Presbyterian Retirement Fund as prescribed by the General Synod.
- f. Group Insurance:
 - 1) Pay _____ % of the cost of your participation in Synod's insurance programs (life, dependent life, medical, dental, accidental death and dismemberment, and disability).
 - 2) Pay _____ % of the cost of your family's participation in Synod's insurance programs (medical and dental).
- g. Review with you annually the adequacy of this compensation.
- h. Grant you an annual vacation of _____ weeks.
- i. Other (Attach)

We desire also to express our commitment to you and to your family for events which could occur in the providence of God. Every effort will be made to assist and lovingly sustain and uphold you and/or your family should such an event occur.

In the event of total disability, as defined in the Synod insurance program, we promise to

- a. Continue the provisions of this Call during the prescribed waiting period for commencement of benefits from Synod's insurance program,
- b. Continue the provisions of this Call for a period not to exceed _____ months from the onset of total disability,
- c. Assist you, if you are residing in the manse, and during the month following the terms outlined in "a" or "b" above, to assist you in relocating and to contribute \$ _____ toward your relocation expenses.
- d. Other (Attach)

In the event you should die during the terms of this Call, we promise:

- a. To continue the provisions of this Call dealing with annual salary, housing, and group insurance for a period of _____ months.
- b. If you are residing in the manse, and during the month following the terms outlined in "a" above, to assist your family in relocating and/or contribute \$ _____ toward these relocation expenses.
- c. Other (Attach)

In testimony whereof we have respectively subscribed our names this _____ day of _____ in the year of our Lord _____.