

**A COVENANT
Between a Session and a Ruling Elder
To Commission or Recommission to Particular Pastoral Service**

The Presbytery of Arkansas

This Covenant governs the relationship between the Session of the Faith Presbyterian Church of Pine Bluff, AR and Hartis Wright, a Ruling Elder certified by the Committee on Ministry as eligible to serve as a Commissioned Ruling Elder. It establishes the guidelines related to the provision of pastoral services to the Church by the CRE. This relationship shall be effective from October 1, 2019 until Sept. 30, 2020 (first time commissioning up to 12 months, recommissioning for up to 36 months), at which time it may be renewed with the concurrence of the CRE, the Church Session, and the Committee on Ministry of the Presbytery of Arkansas.

It is understood that the Terms of Covenant will be in accord with the provisions found in the PCUSA Book of Order. There shall be an annual evaluation of the work of the CRE by the Session of the Church, along with an annual evaluation by the CRE Oversight Subcommittee of the Committee on Ministry. At that time this covenant may or may not be renewed at the discretion of the Session, the CRE, or the Committee on Ministry.

The CRE shall be provided 4 weeks vacation (including Sundays) annually (four weeks for full time CREs). The CRE shall also be provided two (2) weeks study leave (including Sundays) annually (for all CREs). The Session agrees to pay the CRE \$ 37,000. per year (or month) with a review of the compensation annually. In addition, the Session agrees to reimburse the CRE \$.50 per mile for mileage driven to and from the Church and in the execution of other duties for the Church. The CRE is expected to fulfill the following agreed upon duties as initiated by both the Clerk of Session (as the designated representative of the Session) and the CRE.

Clerk	CRE	
<u>JLK</u>	<u>H.W.</u>	Preach regularly on Sundays and at special services
<u>JLK</u>	<u>H.W.</u>	Lead worship on Sundays and for special services
<u>JLK</u>	<u>H.W.</u>	Officiate at funerals/memorial services as requested and as available
<u>JLK</u>	<u>H.W.</u>	Moderate meetings of the Session
<u>JLK</u>	<u>H.W.</u>	Administer the Sacraments (to this congregation only)
<u>JLK</u>	<u>H.W.</u>	Provide pastoral care for the congregation
<u>JLK</u>	<u>H.W.</u>	Make new member and evangelistic visits
<u>JLK</u>	<u>H.W.</u>	Teach Elder training
<u>JLK</u>	<u>H.W.</u>	Teach Confirmation classes
<u>JLK</u>	<u>H.W.</u>	Teach a regular Bible Study class
<u>JLK</u>	<u>H.W.</u>	Participate regularly in meetings of Presbytery
<u>JLK</u>	<u>H.W.</u>	Other duties as listed:

It is understood that the CRE will ordinarily work no more than 24 hours per week for the Church. If the CRE should exceed those hours in any given week, she/he is entitled to take compensatory time in one of the next few weeks. This time is to be negotiated between the Session and the CRE. If the work exceeds 20 hours per week the Session should strongly consider the possibility of providing Pension and Major Medical for the CRE.

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

Paul Wright
Commissioned Ruling Elder

9-29-2019
Date

[Signature]
Clerk of Session

09-29-19
Date

Date of initial commission 9-1-2004
Number of Years of this Commission 15
Date this commission expires 9-30-2020

Approved by the Committee on Ministry _____
Date

Approved by the Presbytery of Arkansas _____
Date

A copy of this covenant should be kept by the church's session with additional copies being provided to the Commissioned Ruling Elder, the CRE Oversight Subcommittee, and the Presbytery office.