

COVENANT BETWEEN
FIRST PRESBYTERIAN CHURCH-LINCOLN, AR
&
KELLY PEARSON, CRE

The following agreement is effective on / / , with acceptance by First Presbyterian Church of Lincoln, Arkansas, Kelly Pearson-Commissioned Ruling-Elder and the Presbytery of Arkansas. It shall continue in force for approximately one year.

The duties and responsibilities for CRE Pearson shall be:

{The weekly hourly requirement shall include worship & sermon preparation, the averaging of time spent in travel and attendance to presbytery meetings & other activities related to the work of the "larger-church," along with the hours spent leading or attending worship gatherings, Session meetings, visiting the infirm members.}

To preach and lead worship Sundays over a 12-month period from the effective date; to observe the holy-days of the liturgical calendar as approved by the Session, in worshipful gatherings; to administer the Sacraments as directed by the Session; to moderate the Session or congregational meetings; to attend meetings of the presbytery and participate in the larger-church ministry-areas/committees or task-forces; to visit members who are home-bound, institutionalized or hospitalized, to complement the pastoral care provided by the members of the congregation and the Session; to participate in the educational endeavors, including training classes for elders-elect; to lead in the ordination and/or installment of persons elected to serve in "ordered ministries"; to encourage fellowship and spiritual growth within the congregation; to conduct funerals and weddings as able to schedule; to average a minimum of 15 hours per week as so detailed above.

Compensation to CRE Pearson shall be:

{Inclusive of estimated time to attend presbytery meetings and activities to which assigned with the "larger-church," and time to plan worship and prepare sermons}

- \$300 per week (for Sundays preached)
- reimbursement to CRE Pearson for travel & lodging expenses to attend presbytery meetings:
 @ \$.50/mile & the actual lodging cost(s) with submittal of receipt(s)
- allowed up to five-weeks away for vacation, leave-time, inclusive of personal or family emergencies or illnesses
- given eight Sundays off, with any additional ones approved by the Session

The signatories to this covenant making it valid when completed by all are:

_____ CRE Kelly Pearson, _____ (date)

_____ Clerk of Session, _____ (date)

_____ Representative of Presbytery, _____ (date)