Fi	inal
Covenant Template for a	
Pastor Accompanying a Congregation in Transition (PACT)	
Rostered Minister's name	
Our ministry comes from Christ through the church and belongs to the whole people of God. The gospel care Christians to be ministers in word and deed, so it is the privilege of every Christian to be a steward of the goreconciling love. The whole church ministers as it celebrates God's presence, shares the good news, cares for need and witnesses to the power of God's love.	ospel of God's
The Evangelical Lutheran Church in America recognizes the office of pastor. It also recognizes that there are when congregations need to be served by a pastor who will accompany the congregation during a time of le transition. The Greater Milwaukee Synod refers to pastors who engage in this accompaniment as a PACT or Accompanying a Congregation in Transition. Keeping in mind the apostolic advice that all things be done dorder (1 Corinthians 14:40), the church provides a covenant between a PACT and a congregation.	adership a Pastor
1. ACCORDINGLY, and the Greater Milwaukee Synod covena	nt with
to serve as a PACT beginning on in the following pattern to serve as a PACT beginning on in the following pattern to serve as a PACT beginning on in the following pattern to serve as a PACT beginning on in the following pattern to serve as a PACT beginning on in the following pattern to serve as a PACT beginning on in the following pattern to serve as a PACT beginning on in the following pattern to serve as a PACT beginning on in the following pattern to serve as a PACT beginning on in the following pattern to serve as a PACT beginning on in the following pattern to serve as a PACT beginning on in the following pattern to serve as a p	position:
Interim Pastor - provides pastoral leadership and support to the congregation, helps with a basic massessement, and guides a Mission Exploration Team process.	ninistry
Transition Pastor - provides pastoral leadership and support for an extended amount of time, but d a Mission Exploration Team process, or a congregational ministry assessment.	oes not guide
Transition Consultant - this role varies depending upon each situation. The responsibilities might guiding a Mission Exploration Team process, helping to lead a congregational healing process, or h analyze a congregation's systemic structure. A transition consultant does not lead the ongoing worsh pastoral care needs of a congregation.	elping to
Bridge Pastor - provides pastoral leadership and support (specifics are determined by the council) amount of time either before an interim pastor can begin or after an interim pastor has left but befor called pastor begins.	
Consistent Supply Pastor - provides consistent weekly worship leadership by preaching and presides a greed upon with the council.	ding at services
Other as negotiated with synod staff and congregational council. (please specify)	
2. THE PACT WILL SERVE our congregation (check one)	
full time, for an average of hrs/week	

part time, for an average of ______hrs/week

other (please describe) _____ Please note any special arrangements related to FT and PT scheduling:

Draft \square

٥.	THIS COVENANT SHALL BE A SYNOD CALL to interim ministry.				
	Yes No				
	The call will end when this PACT covenant ends. The PACT must serve for a minimum of 15 hrs/week for at least 6 months for a synod call to interim ministry to be an option. This is the same minimum that Portico requires in order for a congregation to sponsor a rostered minister with Portico benefits.				
4.	THE TERMINATION DATE OF THIS COVENANT shall be determined in consultation with the church council, the PACT, and the synod staff. In no case shall the termination date be beyond the starting date of the permanently called pastor. The PACT, the congregation's council, or the synod staff may also terminate this call, prior to the start of a permanently called pastor. Written notice of the termination date needs to be received by the council and the PACT within days of the last date of service and forfeiture of any payment beyond that date, unless there is unused vacation to be paid out. (Please see section 8, item 3 about unused vacation.) he conditions and mutual agreements of this covenant are set forth as follows:				
111	to conditions and mutual agreements of this covenant are set form as follows.				
5.	WE TOGETHER WILL subscribe to the constitution and bylaws of the Evangelical Lutheran Church in America and to the constitution and bylaws of the congregation.				
Ch	neck all that apply				
	Examine the history of the congregation and work through the transition emotions that usually follow the departure of a pastor.				
Conduct a basic ministry assessment of the congregation. Seek to confirm and identify current issues facing the congregation and develop ways of dealing with them Develop a vision for this transition period and provide leadership to complete this vision.					
					Work together to form a Mission Exploration Team (MET), lay out a plan for congregational participation and input, and get a Ministry Site Profile (MSP) completed.
					Prepare the congregation for a Town Hall meeting to review the final draft of the MSP with the bishop and/or other synod staff.
	Examine the congregation's connection with conference, synod and churchwide units and seek to strengthen collaboration.				
	Prepare for the arrival of the new pastor.				
	List any additional items agreed upon by the PACT and council. (add more lines as needed) 1				
	2				
	3				
6.	The PACT will: (check all that apply)				
	Preach, administer the sacraments, and lead the congregation's worship services.				
	Plan worship and music with:				
	Provide special services (marriages and funerals).				
	Teach in the congregation's educational program, specifically:				

Do pastoral care visits in the congregation.

Be available for emergency pastoral care calls.

Be a consultant and resource to the congregation council, committees, and parish program.

Oversee the work of the congregation's staff.

Meet regularly with the Synod's PACT group for review and consultation (meets monthly).

Other: (please specify)

7. The PACT will NOT:

- A. Work with the Call Committee of the congregation except for being a resource about call process logistics.
- B. Interview the candidates for call and/or receive the candidates' profiles.
- C. Be a candidate to the congregation for the permanent call.
- D. Other: (please specify)

8. The Congregation will:

- A. Uphold and support the ministry of the PACT with prayer.
- B. Agree that we will not consider the PACT for regular call to this congregation.
- C. Provide for a review and evaluation during this time of transition. (The synod will provide the format on which to base this evaluation.)
- D. Compensate the PACT in the following way:

1.	Pay the PACT at a rate equivalent to an annua	l "total defined compensat	ion" (salary, ho	using and SS) amount
	of \$, with "total defined comper	sation" broken out as follo	ows:	

- Salary \$ _____
- Housing \$ _____
- Social Security (.0765% of salary and housing) \$ _____
- the payments to be made in equal installments of \$_____ per _____ (ie: weekly, bi-monthly, every two weeks, monthly)

OR

Pay the PACT at an hourly, or per service, rate of

- \$_____ per hour
- \$____worship service
- Payments will be made in this way:

2.	Contribute to the Portico Retirement and Benefits Plan according to the regulations of the Evangelical Lutheran Church in America and according to the Synod Compensation Guidelines. The estimated annual amount of Portico Benefits will equal \$					
	(Estimate was determined by using the Portico online calculator. Actual billed amounts may differ.)					
	The total Portico Benefits amount includes the following: • Retirement percentage of Total Defined Compensation: 10% 11% 12% other:%					
	• Disability and Basic Group Life are a required part of Portico benefits. (The 2021 rate for both items is 2.2% of the "Total Defined Compensation".)					
	Medical/Dental: Plan level					
	Coverage categories: Member ELCA Primary ELCA Medicare Primary Waived for member and family Spouse					
	ELCA Primary ELCA Medicare Primary					
	Children ELCA Primary ELCA Medicare Primary					
	Special circumstances:					
	member is a sponsored employee with another organization/s					
	number of other sponsoring organizations					
	spouse is a sponsored employee with another organization/s					
	number of other sponsoring organizations					
	The Portico online calculator can be found at the following website link: https://employerlink.porticobenefits.org/Home/. Your congregation's treasurer or administrator will need to log in with your congregation's EmployerLink username and password to					

3. Grant one week of vacation after 12 weeks of service as a PACT. Vacation weeks can accumulate, so that two weeks can be taken together after six months of service. Vacation cannot exceed four weeks in one year unless otherwise agreed upon between the PACT and the congregation. Up to one week of unused earned vacation can be paid out as salary and benefits after the official end date of the PACT. Effort should be made to allow the PACT to take earned vacation prior to their last date of service in the congregation. PACT and council should pay attention to and agree upon how they track vacation earned. If a PACT serves for less than a 12 week period, it is customary to prorate vacation days earned. Any exceptions to these vacation guidelines need to be agreed to by the PACT and the council and be included in this covenant.

4.	Check all that apply:				
	During the PACT's ministry here, grant the PACT continuing education leave at the rate of one day per month and \$ per day toward study expenses. Continuing Education days can accrue and be used bate to back as agreed to with the council and PACT. Unused Continuing Education is not paid out at the end of this agreement. (The minimum recommendation is 2 weeks continuing education/year and \$700/year reimbursement for expension about one day per month continuing education, and \$58.00/month reimbursement for expenses.)				
Pay the PACT's registration and lodging fee to attend the Annual Synod Assembly and Synod Fall Conference, if these events take place while the PACT is serving at the congregation.					
	per mile.	congregation at the current IRS allowed rate of \$			
	PACT's attendance is required.	curred when attending other official meetings at which the			
START DA		END DATE if known:			
(The specific	end date is negotiated and agreed upon with the council, PAG	CT and synod per paragraph #4)			
	nowledge receipt of this PACT covenant. If you have or synod representative.	ave questions, please contact the PACT, council			
	onal Correspondence should be sent to:				
Nai	me:				
Ad	dress:	City/Zip:			
Em	nail:Congregational President	Congregational Secretary			
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		Cell			
	respondence should be sent to:				
	Name:				
	Address: City/Zip:				
Em	nail: Office				
Pho	one/s: Home	Cell			
Att Gre P C	respondence should be sent to: n: Mary Romskog eater Milwaukee Synod – ELCA D Box 341695 lwaukee, WI 53234	mary.romskog@gmselca.org 414-671-1212 (office)			
Congregation	onal President or other council officer	Date			
Congregation	onal Secretary or other council officer	Date			
Accepted b	y: PACT	Date			
Attested by	r: Synod Representative	Date 5			