

Draft ☐Final ☒

Covenant Template for a Pastor Accompanying a Congregation in Transition (PACT)

Pastor Paul Nuecheterlein

Rostered Minister's name

Our ministry comes from Christ through the church and belongs to the whole people of God. The gospel calls all Christians to be ministers in word and deed, so it is the privilege of every Christian to be a steward of the gospel of God's reconciling love. The whole church ministers as it celebrates God's presence, shares the good news, cares for those in need and witnesses to the power of God's love.

The Evangelical Lutheran Church in America recognizes the office of pastor. It also recognizes that there are occasions when congregations need to be served by a pastor who will accompany the congregation during a time of leadership transition. The Greater Milwaukee Synod refers to pastors who engage in this accompaniment as a PACT or a Pastor Accompanying a Congregation in Transition. Keeping in mind the apostolic advice that all things be done decently and in order (1 Corinthians 14:40), the church provides a covenant between a PACT and a congregation.

1. ACCORDINGLY, Lutheran Ch. of the Resurrection/Racine and the Greater Milwaukee Synod covenant with

name and city of congregation

Pastor Paul Nuecheterlein to serve as a PACT beginning on 05/16/2023 in the following position:

name of pastor

date

- ☐ **Interim Pastor** - provides pastoral leadership and support to the congregation, helps with a basic ministry assessment, and guides a Mission Exploration Team process.
- ☐ **Transition Pastor** - provides pastoral leadership and support for an extended amount of time, but does not guide a Mission Exploration Team process, or a congregational ministry assessment.
- ☐ **Transition Consultant** - this role varies depending upon each situation. The responsibilities might include guiding a Mission Exploration Team process, helping to lead a congregational healing process, or helping to analyze a congregation's systemic structure. A transition consultant does not lead the ongoing worship and pastoral care needs of a congregation.
- ☒ **Bridge Pastor** - provides pastoral leadership and support (specifics are determined by the council) for a short amount of time either before an interim pastor can begin or after an interim pastor has left but before a newly called pastor begins.
- ☐ **Consistent Supply Pastor** - provides consistent weekly worship leadership by preaching and presiding at services as agreed upon with the council.
- ☐ **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 24 hrs/week
- ☐ other (please describe) _____

Please note any special arrangements related to FT and PT scheduling:

3. 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 30 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.)

The conditions and mutual agreements of this covenant are set forth 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.

Check 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. Document any open/unresolved items prior to termination of contract.
2. Update Council President on any issues that need to be addressed throughout the contract.
3. Attend Council meetings to share insights/concerns regarding moving vision/mission forward.

6. The PACT will: (check all that apply)

- ☒ Preach, administer the sacraments, and lead the congregation's worship services.
- ☒ Plan worship and music with: appropriate staff, musicians, and worship committee
- ☒ Provide special services (marriages and funerals).
- ☒ Teach in the congregation's educational program, specifically: First communion/Confirmation as needed

- ☒ 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)

Lead adult classes as desired.

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 annual "total defined compensation" (salary, housing and SS) amount of \$ 45,000.00 , with "total defined compensation" broken out as follows:
 - Salary \$ 30,000.00
 - Housing \$ 12,000.00
 - Social Security (.0765% of salary and housing) \$ 3,000.00
 - the payments to be made in equal installments of \$ 1,875.00 per 2 times/month (incl FICA)
(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 \$ 10,281.00

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 back 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 expenses. This is 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 Leadership Conference, if these events take place while the PACT is serving at the congregation.
- ☒ The congregation will reimburse the PACT for expenses related to ministry.
- Reimburse for miles driven on behalf of the congregation at the current IRS allowed rate of \$ 0.65 per mile.
 - Pay expenses (not otherwise provided for) incurred when attending other official meetings at which the PACT's attendance is required.
 - Other see "inserted sticky note"

START DATE: 5/16/2023 Anticipated END DATE if known: _____
(The specific end date is negotiated and agreed upon with the council, PACT and synod per paragraph #4)

Please acknowledge receipt of this PACT covenant. If you have questions, please contact the PACT, council representative or synod representative.

Congregational Correspondence should be sent to:

Name: Tony Baumgardt
Address: 2536 Dover Lane City/Zip: Mt Pleasant/53406
Email: abaumga08@yahoo.com
Congregational President Congregational Secretary
Phone/s: Home _____ Office _____ Cell (262) 770-7107

PACT Correspondence should be sent to:

Name: Dawn Jacobson
Address: 7140 Aspen Court City/Zip: Franksville/53126
Email: dmj7140@gmail.com
Phone/s: Home _____ Office _____ Cell (262) 902-3373

Synod Correspondence should be sent to:

Attn: Mary Romskog
Greater Milwaukee Synod -- ELCA
P O Box 341695
Milwaukee, WI 53234

mary.romskog@gmselca.org
414-671-1212 (office)

[Signature]
Congregational President or other council officer

[Signature]
Congregational Secretary or other council officer

[Signature]
Accepted by: PACT

Attested by: Synod Representative

5/4/2023
Date

5/4/2023
Date

5/3/2023
Date

Date

This assumes \$343.00/month with Medicare as the primary insurance and the Gold+ as supplemental insurance.

Due to the start date of this contract, 2023 vacation granted will be 3 weeks' vacation (including 3 Sundays) from 5/16/23-12/31/23. Each week vacation will be based on a 24 hour work week pay. Vacation for 2024 and beyond will follow the paragraph in this contract. The vacation should not be consecutive weeks (not 2 weeks together) and is to be pre-approved by the President or a delegate. Pastor Paul should secure a supply pastor for any Sunday's that Pastor Paul will be on vacation.

Mileage consumed on behalf of LCR, not including commuting, will be paid monthly after documentation is turned into the office and appropriately approved.

