COVENANT AGREEMENT FOR TEMPORARY RELATIONSHIPS

In accordance with G-2.05b of the *Book of Order*, the Session of Kirk of the Lake Presbyterian Church (USA), Houghton Lake, Michigan enters into an agreement with Rev. Karen Blatt to serve the above congregation as either **interim / supply** (please circle one).

The Session, being satisfied with your qualifications and trusting that your ministry in the Gospel will be to our spiritual benefit, is agreed upon the following covenant:

1. That Rev. Karen Blatt will begin service on October 1, 2021 and will be accountable to the Session and responsible to the Presbytery through the Commission on Ministry during the period of this covenant agreement. This agreement is for a period of 13 months and 20 days, with service ending after November 20, 2022, as specifically requested by Rev. Karen Blatt. This covenant may be extended on a recommendation of the Commission on Ministry and approval by the Presbytery. This agreement may be terminated by either party on 30 days written notice.

2. This covenant agreement is for **full / part-time** (circle one) pastoral leadership. Responsibilities will be as follows: (the Session shall provide a list of specific duties to be performed. If the position is part-time, the number of hours per week shall be specified.)

3. The terms of this covenant agreement shall be:
   Salary items

   Cash Salary $12,360
   Housing Allowance
   Pension/Major Medical
   Annual minimum required study leave time of two (2) weeks including two (2) Sundays
   Annual minimum required vacation time of four (4) weeks including four (4) Sundays

   Reimbursable items
   Travel Reimbursement $3440.33
   Approved IRS rate is:
   Study Leave allowance (see Presbytery minimums for guidance) $148.05
   Reimbursable Expenses
   Phone Calls
   Professional
   Other

OCT 21 2021

4. **Interims Only:** In the event that the Interim has not secured a new position by the time service to this church is concluded, this church will:
    a) Provide full compensation for one additional month or until service in a new position begins, whichever occurs first.
    b) Provide full pension/major medical dues for 90 days or until service in a new position begins, whichever occurs first.

5. A mutual evaluation of the relationship between the Session and the pastor will occur after three months of service. An appropriate committee of Session may represent the Session in the evaluation process.

6. At the termination of the agreement, the Session and the pastor agree to participate in an evaluation of the period of service by the pastor.

CERTIFICATIONS

A. This Covenant Agreement was approved by the Session on Oct. 12, 2021

Thomas B Glennon
Clerk of Session

B. This Covenant Agreement was approved by the Commission on _____

_____
Chairperson, Commission on Ministry

C. This Covenant Agreement was approved by the Presbytery on _____

_____
Stated Clerk

ACCEPTANCE

This is to certify that I accept this Covenant Agreement and agree to serve as **interim / supply**.

Oct. 12, 2021
(Date)

Rev. Karen Blatt
(Signature)