

# Contract of Service

In keeping with the policies and practices of the Evangelical Lutheran Church in America (the "ELCA") and the Sierra Pacific Synod (the "Synod"), and in order to set forth clearly the agreement for service between \_\_\_\_\_ of \_\_\_\_\_, a congregation of the ELCA based in the Sierra Pacific Synod, (the "Congregation") and the Reverend \_\_\_\_\_ (the "Pastor") agree that the Pastor will serve the Congregation in the position of Pastor as described below.

This position is for an average of \_\_\_\_\_ hours per week, beginning on \_\_\_\_\_ and ending on \_\_\_\_\_ in accordance with the following agreements set forth in this Contract of Service.

Together the Congregation and Pastor will share in the mission given by Christ, which involves the whole people of God. They will:

- Engage in ministry as we celebrate God's presence, experience renewal through the gospel, give witness to Jesus Christ, and provide care, fellowship, and support for one another.
- Call forth leadership and equip the people of the congregation for ministry in order to meet the challenges and opportunities presented in the congregation and the community.
- Receive the Word of God as revealed in scripture and witness to by the Lutheran Confessions. Subscribe to the Constitution, Bylaws, and Continuing Resolutions of the ELCA, the Synod, and the Congregation.

You the Pastor will:

- Preach the Word of God.
- Preside at worship and administer the sacraments according to the practice of the ELCA on \_\_\_\_\_ Sundays per month and all festival holidays.
- Provide pastoral care to all members of the parish and uphold us in prayer.
- Give pastoral leadership for the following meetings, activities, and organizations of the congregation:
  - \_\_\_\_\_
  - \_\_\_\_\_
  - \_\_\_\_\_
- Be responsible for the recording of baptisms, confirmations, marriages, funerals, attendance at Holy Communion, and the maintenance of the membership rosters and report the statistics of the parish promptly and fully to the synod.
- Report regularly, in writing, to the congregation council and the bishop's office.

We the Congregation will:

- Commit ourselves to the gospel by faithful participation in worship, learning, and fellowship activities.
- Seek to fulfill our calling to be servants to others in our families, occupations, communities, civil and political institutions, and voluntary associations.
- Receive you as our pastor in this season, uphold you in prayer, and accord you our love, respect, and good will.
- Look to you to preside at baptisms, celebrations of Holy Communion, weddings, funerals, and all rites of the Church.
- Compensate you according to the attached Definition of Compensation, Benefits, and Responsibilities document.

Together the Pastor and the Congregation will address the following:

This agreement shall terminate on the date mentioned on page 1 or by the congregation, pastor, or bishop after consultation among the parties and with a two week notice. This agreement may be renewed only after consultation with the Bishop of the Synod and with a minimum of two weeks notice.

\_\_\_\_\_  
Congregation President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Pastor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Bishop

\_\_\_\_\_  
Date