

## **Parish Associates in the Presbytery of New Covenant**

1. Parish Associates are *teaching elders* who relate to local congregations in helpful but limited capacities. The Parish Associate relationship is a way for *teaching elders* of the presbytery, either retired, a member at large, or engaged in non-parish work, to exercise their pastoral calling.
2. The Parish Associate is nominated by the pastor. The relationship is formalized by the session, is reviewed and endorsed by the Committee on Ministry, and is reviewed annually thereafter. Upon the dissolution of the pastor-congregation relationship, so shall the Parish Associate relationship be dissolved.
3. The Parish Associate serves under the supervision of the pastor on an "as needed, as available" basis, "with or without remuneration". Parish Associates offer to congregations their gifts and commitments as a complement to the pastoral services provided by pastors and associate pastors.
4. The Parish Associate may receive (or not) reimbursement for expenses incurred and/or remuneration commensurate with the type and number of services he/she is able to provide. **If a session desires to retain a retired minister or a minister in a validated position to perform regular pastoral services, it should utilize a different form of pastoral relationships enumerated in Book of Order.**
5. There shall be no restriction on the number of Parish Associates a congregation may have. The Committee on Ministry will consider each Parish Associate relationship individually.
6. Former Parish Associates may remain within the fellowship of the congregations they have served as Parish Associates, but in doing so they will abide by the guidelines for ministerial conduct approved by the Committee on Ministry and the Presbytery of New Covenant.
7. The Committee on Ministry shall amend its guidelines and practices to reflect this policy.
- 8. Any proposed Parish Associate covenant with remuneration, or renewal of such a covenant, must be submitted at least 30 days prior to its effective date. [Added by COM, May 2011]**
9. Prior to approval of any proposed Parish Associate covenant with remuneration, the Administration subcommittee will consult with the Care of Congregations subcommittee to determine whether the covenant is in accordance with the Parish Associate policy of the New Covenant Presbytery, and in particular with the portion of paragraph (4) that reads, "If a session desires to retain a retired minister or a minister in a validated position to perform regular pastoral services, it should utilize a different form of pastoral relationships enumerated in Book of Order". If the covenant is not in accordance with the policy, the Care of Congregations shall counsel with the session as to the appropriate form of pastoral relationship. [Added by COM, May 2011]

A PARISH ASSOCIATE COVENANT BETWEEN

\_\_\_\_\_  
(Name of Teaching Elder)

AND THE SESSION OF

\_\_\_\_\_

**I. Covenant Period**

The period covered by this covenant will begin on \_\_\_\_\_ and end on \_\_\_\_\_.  
Duties on an "as needed basis."

**II. Remuneration** \_\_\_\_\_ yes \_\_\_\_\_ no

If the parish associate is to be remunerated, the session agrees to pay monthly the following sums (as applicable):

Salary	\$ _____
Housing & Utilities	\$ _____
Travel Expenses	\$ _____
Reimbursement	\$ _____
Social Security	\$ _____
Medical Benefits	\$ _____
Retirement Benefits	\$ _____

**III. Responsibilities and Duties**

Session agrees to support the Parish Associate through prayer to fulfill such responsibilities as assigned by the Pastor and agreed to by the Session: **(list here)**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

THIS COVENANT MADE BY THE FOLLOWING PARTIES ON \_\_\_\_/\_\_\_\_/\_\_\_\_

Nominated by Pastor: \_\_\_\_\_

Parish Associate: \_\_\_\_\_

Clerk of Session: \_\_\_\_\_

Presbytery Concurrence/Date of Action of Committee on Ministry: \_\_\_\_\_