



UNITED EVANGELICAL CHURCH

(UNITED CHURCH OF CHRIST)

CHURCH OFFICE
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The United Evangelical Church, United Church of Christ, in Canton, Baltimore, MD enters into covenant with The Reverend Corinne O. Baker to provide interim pastoral leadership for the period from September 1, 1999 to August 31, 2000.

GOALS FOR THE INTERIM

1. To provide for worship experiences and the practice of ministry within the church and the community.
2. To experience anew and to practice the "Good News" of love, healing and reconciliation within this caring community.
3. To develop improved channels of communication between the church council, committees and other church members.
4. To interpret clearly the self-study and search processes for the church in order to facilitate the work of the search committee.
5. To seek ways of motivating members to be active in all aspects of church life.
6. To prepare the church for the calling of a new pastor.
7. To develop a closer relationship between the church school, the church council and the congregation.
8. To explore together with the church council and committees effective methods to reach the local community and build membership.

The interim pastor and the church council, representing the church members, covenant with one another to work toward achieving the above goals.

PASTORAL COMMITMENT

The Reverend Corinne O. Baker will provide pastoral leadership in the following ways:

1. Lead services of worship, including the celebration of Holy Communion, working closely with the spiritual, altar and music committees.
2. Call on the sick and shut-in. Develop a visitation program
3. Officiate at weddings, funerals, and baptisms.
4. Attend church council meetings.
5. Provide confirmation instruction.
6. Perform administrative duties related to office, staff, and property which are necessary in coordinating the ongoing life and ministry of the church.
7. Work with the church secretaries in preparing bulletins, newsletters and other correspondence.
8. Provide counseling as needed

9. Be available as a resource person for church groups.
10. Work with the church council and committees to assist them in carrying out their assigned tasks, having the freedom of voice and council but no vote.

CHURCH COUNCIL COMMITMENT

The church council members will support and cooperate with the interim pastor and agree to:

1. Develop short-range goals for the interim period.
2. Commit themselves to the interim process (including the self-study and the pastoral search process).
3. Participate actively in hospital and home visitation.
4. Maintain the christian education and music ministries of the church.
5. Identify members who have become inactive over the past two years and seek ways to involve them in the church's life.
6. Explore ways to attract youth to the church.

COMMITMENT OF CHURCH MEMBERS

Church members will support the interim pastor and church council during the interim period through fervent prayer and faithful participation in the life of the church.

COMPENSATION

Annual compensation for pastoral services will be as follows:

Base salary	\$27,200.00
Housing allowance	25,000.00
Presbyterian pension (11% of base and housing)	5,742.00
Medical insurance (15.5% of base and housing)	8,091.00
Death/Disability insurance (1% of base and housing)	522.00
Dental insurance	568.00
Reimbursement for medical insurance deductible	600.00
Automobile expense allowance	2,400.00
Continuing education reimbursement	<u>1,200.00</u>
Total financial compensation	\$71,323.00

Four weeks vacation annually, prorated one week per three months of service.

Up to two weeks leave of absence will be granted for continuing education; the nature of which will be subject to approval by the church council.

Pastor's vacation and leave will be planned in advance and coordinated through the church council president in order to allow time to obtain a supply pastor.

ADDITIONAL AGREEMENTS

1. The church council's pastor advisory group will provide pastor performance discussions and review quarterly during the term of this agreement.
2. This agreement may be renegotiated for limited periods of time, if necessary.
3. This agreement may be terminated with 90 days written notice by either party.
4. It is agreed that the interim pastor will not be a candidate for the permanent pastoral position.
5. The interim pastor, church council and congregation will work with the representatives of the United Church of Christ, Central Atlantic Conference, Chesapeake Association and the Presbyterian Church USA, Presbytery of Baltimore.

Agreed to and accepted by:

George K. Nassner, President, Church Council

The Rev. Dr. John R. Deckenback
Conference Minister, Central Atlantic Conference

The Rev. Corinne O. Baker, Interim Pastor

Date