

## P-20 Military Mobilization Agreement

Chaplain [Name and Rank], Chaplain in the North Carolina National Guard [or Service Branch Reserve] is also the called pastor of [Church's Name] Presbyterian Church, [City], North Carolina. Chaplain [Name] and the current Session of the church have agreed upon and have adopted the following mobilization agreement.

The Committee on Ministry of the Presbytery of Salem approved this agreement at their regular meeting held on July 26, 2007.

In the event of the mobilization of Chaplain [Name], the following agreement between the Rev. [Name] and the [Church's Name] Presbyterian Church would take immediate effect:

1. Rev. [Name] would be immediately relieved from all responsibilities at the church in order to report for military duty.
2. The position of Pastor would be held by Rev. [Name] for a period of twelve (12) months on a leave of absence basis by which time the Session and Rev. [Name] would determine when and if Rev. [Name] would be able to return as the Pastor.
3. All salary and allowances will continue for at least one month after Rev. [Name] is deployed. (If there is a manse provided, the family of Rev. [Name] will be able to remain in the manse during the deployment or until it is determined that Rev. [Name] will not be able to return as the Pastor.)
4. The Committee on Ministry will work with the Board of Pensions and the Congregation to insure that the church pension and the family's medical care are protected and that return to normal status is made as seamlessly as possible following return from deployment.
5. The Session, in consultation with the Committee on Ministry of the Presbytery of Salem, would have authority to fill the pulpit and/or engage temporary pastoral services during Rev. [Name]'s absence or until the determination is made by presbytery that Rev. [Name] would not be able to return.
6. The Presbytery will appoint a Moderator of the Session as soon as possible after Rev. [Name]'s call to duty.
7. If and when it is determined that Rev. [Name] will not be able to return to the position of Pastor, the Presbytery of Salem may act upon the request to dissolve the pastoral relationship. The congregation could then proceed to seek a new Pastor in consultation with the Committee on Ministry.
8. Termination of this agreement will occur upon the dissolution of the pastoral relationship between Rev. [Name] and the [Church's Name] Presbyterian Church, [City] or by mutual consent by both parties and the Presbytery of Salem.
9. Rev. [Name] is aware of his rights under the Uniformed Services Employment and Reemployment Rights Act of 1994 and recognizes that by signing this proposed Military Mobilization Agreement certain rights may be waived.

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Rev. [Name]

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Clerk of Session, [Church's Name], [City]

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Date