

Intentional Interim Pastor Covenant

This Covenant between the Session of _____ Presbyterian Church of _____, Virginia and _____ and the Presbytery of Eastern Virginia Committee on Ministry, is for the purpose of providing intentional interim pastoral services.

The relationship shall begin _____ and continue until _____ (no more than 12 months).

GOALS:

Both the Intentional Interim Pastor and the Session are to work with the congregation on the five “developmental tasks” of interim ministry, so that the congregation will:

1. Come to terms with its history,
2. Discover a new congregational identity,
3. Implement shifts in lay leadership and changes in congregational power structures, if needed,
4. Rethink and renew denominational linkages,
5. Prepare for new pastoral leadership and the future.

RESPONSIBILITIES:

The Intentional Interim Pastor will:

- Provide spiritual and administrative leadership for the congregation.
- Lead worship and administer the sacraments.
- Officiate at weddings and funerals.
- Provide pastoral care for the congregation.
- Serve as moderator of the session.
- Serve as head of staff.
- Assist boards and committees in their ministry.
- Train newly elected officers and assist in preparing persons for membership.
- Serve as primary facilitator for the session/transition committee-led congregation mission study.
- Assist in the preparation of the Church Information Form as requested.
- Participate in the monthly meeting of the Presbytery’s Intentional Interim pastors.
- Attend Presbytery meetings.

The Intentional Interim Pastor will not be involved in the work of the Pastor Nominating Committee beyond providing opportunities for it to communicate with the session and congregation about its progress and to provide, in consultation with the COM liaison, general information on the PCUSA call process.

The Session, in addition to its responsibilities in the Book of Order, will:

- Support and advise the Intentional Interim Pastor as they together lead the congregation through the five developmental tasks
- Pray for the Intentional Interim Pastor, remembering that change often triggers anxiety, resistance, and opposition

The Committee on Ministry will appoint a liaison, who will:

- Have a monthly conversation/contact with the Intentional Interim Pastor
- Be present, along with the General Presbyter, at the six month evaluation and the exit interviews
- Provide training for the PNC
- Assist in conflict resolution
- Deal promptly if any interference from former staff members occur

The General Presbyter will:

- Moderate the monthly meeting of the Presbytery’s Intentional Interim Pastors
- Provide pastoral care and professional advice to the Intentional Interim Pastor

COMPENSATION:

The compensation for this agreement shall be that in **TERMS OF CALL** below:

- A. Cash Salary\$_____ (year/month)
- B. Housing\$_____ (year/month)
- C. Total Salary (A + B)\$_____ (year/month)
- D. Salary supplement equal to at least 50% of
Social Security Self-employment tax \$_____ year/month)
- E. BOP Pension and Medical Benefits \$ _____ (year/month)
- F. Reimbursement of Ministry Expenses including
 - Automobile.....\$_____per mile
(reimbursed as used, at current IRS rate)
 - Professional.....\$_____ (reimbursed as used)
 - Continuing Education\$_____ (reimbursed as used) 1 week every six months
 - Other (dental insurance, retirement savings, etc.) \$ _____

Vacation1 week per quarter

Moving ExpensesNegotiable

TRANSITION:

This relationship may be dissolved with the concurrence of the Presbytery through its COM with thirty (30) days notice by either the Intentional Interim Pastor or the Session.

The approval of a call by the COM to a pastor-candidate shall constitute notice

It is usually preferable for the Intentional Interim Pastor to leave at least one month prior to the arrival of the newly called Pastor.

Signature of the Interim Pastor Date.....

Signature of the Clerk of the Session.....Date.....

Signature of the COM LiaisonDate.....

Signature of the
General PresbyterDate.....