

***SAMPLE COVENANT WITH AN INTERIM PASTOR***

This Covenant Between the Session of \_\_\_\_\_ (Name of Church, Town) and \_\_\_\_\_ (Interim Pastor) is for the purpose of providing interim pastoral services.

This relationship shall begin effective \_\_\_\_\_ (date) until \_\_\_\_\_ (no more than 12 months) at which time it may be renewed if necessary with the concurrence of session, Interim Pastor and Presbytery's Committee on Ministry.

(Name of Pastor) will become a member of (Name) Presbytery upon release from his/her present presbytery and acceptance by (Name) Presbytery.

It is understood that the Interim Pastor is accountable to the presbytery through the Committee on Ministry and will provide written reports about his or her ministry every \_\_\_\_\_ months and participate with this Committee and the Session in an evaluation of this ministry in \_\_\_\_\_ months.

It is understood that the Interim Pastor is not eligible to be called as Pastor.

It is agreed that this covenant may be terminated upon (30, 60, 90) days' written notice by either the Interim Pastor or by the session. If terminated by the session prior to the end of the covenant period, compensation will continue for \_\_\_\_\_ days after the date of termination of ministry.

Goals for this ministry are to work with the congregation on the five "developmental tasks" of interim ministry:

- 1) Coming to terms with history,
- 2) Discovering a new congregational identity
- 3) Facilitating shifts in lay leadership and changes in congregational power structures
- 4) Rethinking and renewing denominational linkages
- 5) Preparing for new pastoral leadership and a new future.

***Pastoral Responsibilities***

The 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 and for all who seek comfort and guidance through the church.
- 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.
- Participate in the presbytery.
- Assist the presbytery consultant in the conduct of a congregational mission study.
- Assist in the preparation of the Church Information Form.

The Interim Pastor will not be involved in the work of the Pastor Nominating Committee beyond providing opportunities for them to communicate with the session and congregation about their progress.

The compensation for this agreement shall be that in TERMS OF CALL (attached).

- Salary.....\$
- Housing.....\$
- Pension and Medical Benefits-.....Full
- Moving Expenses.....Full
- Vacation.....1 week per quarter
- Continuing Education.....\$\_\_\_\_\_ (reimbursed as used)  
and 1 week every six months
- Reimbursement of Ministry Expenses including  
Automobile.....\$0.\_\_\_\_ per mile (reimbursed as used)

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(Name of Pastor), Interim Pastor      Clerk of Session

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For the Committee on Ministry      Date \_\_\_\_\_