

COVENANT WITH INTERIM PASTOR

This Covenant between the Session of the _____ Presbyterian Church of _____ and _____ (Interim Pastor) is for the purpose of providing interim pastoral services.

This relationship shall begin effective _____ until _____ at which time it may be renewed, if necessary, with the concurrence of session, Interim Pastor and Presbytery's Pastoral Transitions Commission.

_____ will/will not become a member of Transylvania Presbytery upon release from his/her present presbytery and acceptance by Transylvania Presbytery.

It is understood that the Interim Pastor is accountable to the Presbytery through the Pastoral Transitions Commission and will provide written reports about his or her ministry every 6 months and participate with this Commission and the Session in an evaluation of this ministry in 6 months.

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 30 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:

- Determine work schedule up to _____ hours per week.
- Provide spiritual and administrative leadership for the congregation. Lead worship and administer the sacraments.
- 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 if requested.
- Train newly elected officers and assist in preparing persons for membership. Participate in local ministerial association.
- Assist in the preparation of the Church Information Form.
- Create opportunities to learn how to attract and receive new members.
- Additional responsibilities: _____
- _____

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 below.

Cash Salary	\$ _____
Housing - [manse and/or amt. of housing allowance] \$ _____	
Utilities Allowance	\$ _____
Supplement for Social Security Tax	\$ _____
Full medical, pension, disability, and death benefit coverage under the Board of Pensions	
Other benefits:	
Deferred Compensation	\$ _____
Medical/Dental Reimbursement Allowance	\$ _____
_____	\$ _____
Paid vacation leave of _____ weeks annually	
Paid continuing education leave of _____ weeks annually (cumulative up to _____ weeks)	
Consideration of _____ weeks of sabbatical leave after _____ years of service	
Moving expenses	\$ _____

It is understood that the following expenses of ministry will be reimbursed through an accountable plan:

Travel expense at \$ _____ per mile (IRS allowable rate is recommended)	\$ _____
Continuing Education Reimbursement allowance	\$ _____

***Please attach any additional provisions*

Interim Pastor

Clerk of Session

For the Pastoral Transitions Commission

Date