

INTERIM PASTOR COVENANT/CONTRACT

This Covenant/Contract between the session of _____ Church of _____, IN, the Reverend _____ and the Presbytery of Wabash Valley is for the purpose of providing transitional pastoral leadership to the _____ Church for a period of _____, beginning _____ and ending _____.

DEFINITION

“All temporary relationships of a minister of the Word and Sacrament, full-time or part-time, are established by the session or commission of the presbytery with the approval of the presbytery through its committee on ministry. These temporary relationships have titles appropriate to the ministerial tasks to which the minister is called, such as stated supply, temporary supply, organizing pastor, interim pastor, and others. A minister serving in a temporary pastoral relationship is called for a specified period not to exceed twelve months in length, which is renewable with the approval of the committee on ministry. A written agreement, covenant, or terms of call signed by the minister, the clerk of session or presbytery commission, and a representative of the committee on ministry shall specify the pastoral functions, compensation, and any special skills or training required for the ministry. A temporary pastor is not installed and is not a member of the session. The presbytery shall appoint a moderator of the session who may be the temporary pastor. A minister serving in a temporary pastoral relationship other than organizing pastor is not eligible to serve that church in the next permanent or designated pastoral relationship.” (G-14.0550-.0551)

TRANSITIONAL MINISTRY GOALS

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

ACCOUNTABILITY

The interim pastor is accountable to the session of the church and to the presbytery through its committee on ministry.

MUTUAL EXPECTATIONS

To provide prayer and spiritual support as members of the family of Christ.

It is understood the interim pastor in no way will be considered as a candidate for the position being filled.

It is agreed that if the congregation, the session, or the interim pastor experiences any suggestions, interference, or other difficulty with any former pastors of the church (installed or temporary), officers or members of the church, the matter will be dealt with promptly, and will be referred to the session and/or the committee on ministry. the session affirms the policy of the presbytery of Wabash

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valley in regards to pastoral ethics, and asks the interim pastor to deny any requests by, or for, any former pastor to conduct any services of worship, including baptisms, weddings, and funerals for any member.

EXPECTATIONS OF THE INTERIM PASTOR

To be an active member of the Presbytery of Wabash Valley.

To serve as moderator of the session and the congregation. (Both without vote.)

To serve as Head of Staff of the Church with all the authority implied, including the authority to supervise all members of the staff, in consultation with the Session or its appropriate committee.

To lead the congregation through a reflection process, after presenting that process for approval to COM.

To not influence the work of the Pastor Nominating Committee, except to ensure adequate and appropriate reports are made by the PNC to the session and the congregation.

To develop, in consultation with the Session, the areas of Transitional Pastoral Ministry that will become the priorities for the work of the Interim Pastor as well as the session.

To review and report the progress of the transitional ministry to the COM every three (3) months.

—Please list and detail any additional job expectations of the interim pastor. —

EXPECTATIONS OF THE SESSION

To provide support and collegial consultation in working with the interim pastor and the presbytery to establish goals for the transitional and future ministry of the church.

To review, feedback and support the interim pastor's work through any appropriate committee at least every three (3) months.

To negotiate time away from _____ Church by the interim pastor to fulfill responsibilities in the larger church, attend continuing education events and maintain personal care.

To negotiate a new covenant/contract at least sixty (60) days prior to the end of this contract.

To work with the interim pastor to achieve the transitional ministry goals and agreed upon priorities.

EXPECTATIONS OF THE PRESBYTERY

To provide support and consultative services to the interim pastor through the committee on ministry.

To assist the session and the interim pastor with emerging needs through the resources of the committees of presbytery.

FINANCIAL AND TIME PROVISIONS

—Please attach the "ANNUAL SALARY REPORT/CHANGE OF CALL" for the current year. —

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TERMINATION PROVISIONS

This agreement may be terminated by the session with sixty (60) days notice. The church shall pay full salary, housing and pension to the interim pastor for a maximum of three (3) months from termination of this contract, until succeeding full-time church employment is secured by the stated supply pastor, or adjusted if part-time work is secured. Failure to negotiate a new contract prior to sixty (60) days from its expiration or notice of non-negotiation of a new contract shall be considered notice of termination.

This agreement may be terminated by the interim pastor with thirty (30) days notice, in which case payment beyond the thirty (30) day period will be forfeited.

Vacation and study leave, if accrued, is to be paid in full at time of termination.

SIGNATURES

The session, being satisfied with the Reverend _____ qualification and trusting that _____ ministry in the Gospel will be to our spiritual benefit, hereby commits our congregation to this Covenant/Contract and invites _____ to accept this temporary position.

Clerk of Session _____ Date _____

Interim Pastor _____ Date _____

COM Representative _____ Date _____