

### **Covenant With An Interim Pastor / Interim Associate 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 \_\_\_\_\_  
(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 is not eligible to be called as a Pastor in this congregation.

It is agreed that this covenant may be terminated upon (30) thirty days written notice by either  
the Interim or by the session. If terminated by the session prior to the end of the covenant  
period, compensation and benefits will continue for up to \_\_\_\_\_ 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 new future

The Interim Pastor will fulfill the following responsibilities: (**cross out those that do not apply/add  
responsibilities that do**)

- 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.

This position is full time \_\_\_\_\_ or part-time for \_\_\_\_\_ hrs per week.  
The compensation for this agreement shall be that in TERM OF CALL below.

**For more information regarding Presbytery’s required minimums, please request a copy of current compensation guidelines.**

- Salary ..... \$
- Housing ..... \$
- Pension and Medical Benefits ..... (Full)
- Social Security allowance .....\$
- Moving Expenses (up to \$ \_\_\_\_\_ )
- Vacation 4 weeks
- Study Leave 2 weeks
- Continuing Education (minimum of \$600) to be vouchered and reimbursed as used
- Automobile ..... \$  
(up to \$.\_\_\_\_\_ for mileage to be reimbursed as used)
- Other Professional Expenses ..... \$

\_\_\_\_\_  
(Name of Interim Pastor)

\_\_\_\_\_  
(Clerk of Session)

\_\_\_\_\_  
(Signature of Interim Pastor)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Committee on Ministry Representative)

\_\_\_\_\_  
(Stated Clerk)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Date)