

Covenant With An Interim Pastor Presbytery of Minnesota Valleys

This Covenant between the Session of _____ (Name of Church, City) 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, Pastor and Presbytery's Committee on Ministry.

_____ (Name of Pastor) will become a member of *Presbytery of Minnesota Valleys* upon release from his/her present presbytery and acceptance by *Presbytery of Minnesota Valleys*. 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 3 months and participate with this Committee and the Session in an evaluation of this ministry in 3 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 60 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 60 days after the date of written notice of termination or until the Interim Pastor begins serving in another position, whichever comes first.

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.

The Interim Pastor will fulfill the following responsibilities:

(Insert or delete responsibilities listed below as necessary. Add additional items as necessary)

- 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 and assist the Pastor Nominating Committee as negotiated with the Presbytery Committee on Ministry.

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. That you may devote full-time (if part-time, insert percentage) to the ministry of the Word among us, we promise and obligate ourselves to provide you the following: *(Those agreed upon are to be filled in.)*

Annual Cash Salary	\$ _____
Employee 403(b) or Annuity Contribution	\$ _____
Cafeteria Plan (Vouchered)	\$ _____
Other tax Exempt Contributions	\$ _____
Housing (Amount of Housing Allowance)	\$ _____
If Manse Provided Check Here	
Manse Utilities, if paid directly by Church	\$ _____
Furnishings or other Housing Allowance	\$ _____
Equity Escrow (if living in Manse)	\$ _____
SECA Contribution	\$ _____
Other _____	\$ _____
Total Pastor Salary	\$ _____

Full medical, pension, disability, and death coverage Under the Board of Pensions (dues at ____ %) 1/ \$ _____

Other Benefits (Vouchered):

Mileage at IRS allowable rate	\$ _____
Professional Expenses	\$ _____
Continuing Education Expenses (\$750. Minimum per Year, cumulative for three years maximum)	\$ _____
Moving Expenses, up to	\$ _____
Other _____	\$ _____

Paid Vacation of ____ week (*Note: 1 week is minimum*) per quarter
 Paid Continuing Education leave of ____ week (*Note: 1 week is minimum*) every 6 months, cumulative for 3 years maximum.

In case of disability, full salary and Board of Pension dues to be paid for up to 90 days. Beginning with day 91, may be placed on disability through Board of Pensions. 1/*In consultation with COM, revise or delete as necessary if Pastor participates in another Pension/Medical/Disability Plan.*

All obligations, both of time and money, are to be used prior to the date of termination of the Covenant or forfeited on the date of termination of the Covenant unless previously approved by the Session and Committee on Ministry.

I will support and promote the doctrinal stance of the PC(USA) as found in the PC(USA) Book of Confessions, the system of government as found in the "Form of Government, worship as described in the "Directory of Worship" discipline as described in the Rules of Discipline and in general the mission and program of the PC(USA).

Signed:

Interim Pastor

Clerk of Session

For the Committee on Ministry

Date