

*Note: this draft can be modified to address covenants with temporary supply or stated supply pastors, also.*

From the Book of Order G-2.0504b:

*Temporary Pastoral Relationships are approved by the presbytery and do not carry a formal call or installation. When a congregation does not have a pastor, or while the pastor is unable to perform her or his duties, the session, with the approval of presbytery, may obtain the services of a teaching elder, candidate, or ruling elder for temporary pastoral relationship. No formal call shall be issued and no formal installation shall take place.*

*Titles and terms of call of service for temporary pastoral relationships shall be determined by the presbytery. A person serving in a temporary pastoral relationship is invited for a specific period not to exceed twelve months in length, which is renewable with the approval of the presbytery. A teaching elder employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co-pastor, or associate pastor.*

This Covenant Between the Session of \_\_\_\_\_ (Name of Church) and \_\_\_\_\_ (Interim Pastor) is for the purpose of providing 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 (COM).

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

It is understood that the Interim Pastor is accountable to the Presbytery through the COM and will provide written periodic reports to the Session and to the COM about his or her ministry. This pastor will participate with COM and the Session in an evaluation of this transitional ministry six months after the beginning of this ministry. See policy "Interim Pastor Interview."

The Interim Pastor is not eligible to be called as installed Pastor.

It is agreed that this covenant may be terminated upon (30, 60 or 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 unless otherwise specified. If terminated by the pastor, no additional compensation is provided beyond the date of termination.

Goals for this ministry are to work with the congregation on the "developmental tasks" of transitional ministry. These goals normally include some or all of the following tasks:

- 1) Help the congregation bring the relationship with the former pastor to closure
- 2) Help the church come to terms with history
- 3) Work with the congregation to discover and articulate its current identity and determine future vision and mission
- 4) Help the church adjust to changes in leadership, and facilitate shifts in lay leadership and changes in congregational power structures
- 5) Revisiting and renewing relationships with Denver Presbytery and the PC (USA).
- 6) Work with Session to develop short term goals to be completed prior to forming a Pastor Nominating Committee
- 7) Prepare the church for new pastoral leadership and a new future.

The Interim Pastor will fulfill the following responsibilities (include only those responsibilities for which the pastor and Session agree):

- 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.
- Communicate regularly with the COM liaison and participate in activities of the Denver Presbytery.
- Advise the COM liaison when the church is ready to form the Pastor Nominating Committee (PNC). Note: the formation of the PNC and the work in completing the Strategic Questions discussed in the *Journey Between Pastors* may actually fulfill portions of the five tasks coordinated by the interim pastor.

- Work with the COM liaison and Session as the church completes the Strategic Questions required as described in the *Journey Between Pastors*.
- Assist in the preparation of the Church Information Form, if needed.

The Interim pastor's work schedule is nominally forty hours a week or as needed. It is important for the Session to understand that many of the transitional tasks above are the work of the church and not that of the interim pastor alone. If the interim pastor is hired for less than full time work, compensation will be pro-rated in accordance with Presbytery minimums.

The compensation for this agreement shall be that in TERMS OF CALL below.

<u>Salary(paid semi-monthly)</u>	.....\$
<u>Housing</u>	.....\$
<u>Pension and Medical Benefits</u>	.....Full
<u>Moving Expenses</u>	.....Full

Social Security Offset - The interim pastor is considered self-employed for Social Security purposes and therefore is required to pay the full taxes on salary, housing and Social Security. However, the church can pay the interim pastor half of the social security amount and the Board of Pensions will not count this amount as part of effective salary.

<u>Vacation</u>	.....1 week per quarter
<u>Continuing Education.</u> and 1 week every six months	.....\$ (reimbursed as used up to \$....)

Reimbursement of Ministry Expenses including  
..... and automobile.....(reimbursed at the prevailing IRS rate)

Continuing Benefits Following Termination of Services - If needed, the Session and the interim pastor will discuss provisions for extension of benefits following the termination of services to ease the pastor's transition to the next call. If the pastor terminates before the end of the agreed upon covenant terms, no compensation beyond the last date of service is required, nor recommended.



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(Name of Pastor), Interim Pastor

Date

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Clerk of Session

Date

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For the Committee on Ministry

Date