

Sample Covenant with an Interim Pastor

The 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 _____ (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.

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

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 Pastor is not eligible to be called as Pastor.

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 _____ 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

The Interim Pastor will fulfill the following responsibilities:

- 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
- Consult with the Pastor Nominating Committee as appropriate

- Train newly elected officers and assist in preparing persons for membership
- Participate in the life of the presbytery
- Assist the Pastor Nominating Committee and Session in the conduct of a congregational mission study

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.

Salary	\$ _____
Housing	\$ _____
Pension and Medical Benefits (full)	\$ _____
Moving Expenses (full)	\$ _____
Vacation	1 week per quarter
Continuing Education (\$1200.00 minimum)	\$ _____
(reimbursed as used and 1 week every six months)	
Reimbursement of Ministry Expenses including:	
Automobile at \$ _____ per mile (reimbursed as used)	

(Name of Pastor), Interim Pastor

Clerk of Session

For the Committee on Ministry

Date: _____