

## Covenant with an Interim Pastor

This Covenant between the Session of \_\_\_\_\_ Presbyterian Church of \_\_\_\_\_ (city), Georgia and \_\_\_\_\_ (Interim Pastor) is for the purpose of providing interim pastoral services.

This relationship shall begin effective \_\_\_\_\_ (date) and continue until \_\_\_\_\_ \*, at which time it may be renewed with the concurrence of Session, Interim Pastor, and Flint River Presbytery's Committee on Ministry.

This contract may be terminated upon thirty days written notice by either party. If the Interim Pastor terminates the agreement, salary and benefits shall cease at the end of the notification period. Should the Session terminate the agreement for convenience during the initial twelve months, the Interim Pastor shall be provided salary and full benefits for an additional three months. Should the Session extend the contract beyond twelve months and then terminate it, the Interim Pastor shall be provided salary and full benefits for one additional month.

It is understood that the Interim Pastor is accountable to Flint River Presbytery through the Committee on Ministry (COM), and will provide written reports about his or her ministry every three months; and will participate with the COM and the Session in an evaluation of this ministry in six months.

It is understood that the Interim Pastor is not eligible to be called as Pastor.

(\* no more than 12 months at a time)

Goals for this Ministry:

- The congregation will be healthy, and focused on ministry and mission
- Church officers will be equipped to lead the congregation
- The congregation will have a vision for the future God intends for it
- The congregation will be actively engaged with Flint River Presbytery
- The congregation will be eagerly ready to receive it's next pastor

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.
- Train newly elected officers and assist in preparing persons for membership.
- Participate in Flint River Presbytery's ministry, and encourage the church's active involvement in the higher governing bodies.
- Guide the congregation in a congregational mission study.
- Encourage the congregation to engage in the daily discipline of prayer and Bible Study; leading by personal example.
- Pray with, and for, the congregation.
- Help create an embracing, inclusive, loving fellowship by modeling Christ-like discipleship in all of the above.

The Interim Pastor will not be involved in the work of the Pastor Nominating Committee (PNC) beyond providing opportunities for the PNC to communicate with the Session and congregation about its progress.

The compensation for this Covenant shall be for \_\_\_\_\_(hrs) per week, and on an annualized basis is:

**Salary** \$ \_\_\_\_\_

**Housing** \$ \_\_\_\_\_

**FICA (.0765% of salary and housing)** \$ \_\_\_\_\_

**Pension and Medical Benefits** \$ \_\_\_\_\_

**Moving Expenses** \$ \_\_\_\_\_

**Professional Expense Reimbursement** \$ \_\_\_\_\_

**Vacation:** four weeks annually, accrued at the rate of one week per three months of employment

**Continuing Education:** two weeks annually, prorated

\_\_\_\_\_  
**Interim Pastor**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Clerk of Session**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Committee on Ministry**

\_\_\_\_\_  
**Date**