

**PRESBYTERY OF GENESEE VALLEY**  
**COMMITTEE ON MINISTRY**  
**Covenant Agreement for Interim Pastors**

In order to set forth clearly the agreement for Interim Service between \_\_\_\_\_  
\_\_\_\_\_ (name of church) of (address, town and state) \_\_\_\_\_  
\_\_\_\_\_ and the Reverend \_\_\_\_\_, the Session, being  
satisfied with your qualifications, and trusting that your ministry in the Gospel will be to our spiritual  
benefit; the following Covenant is agreed upon:

1. That the Reverend \_\_\_\_\_ will begin interim service on \_\_\_\_\_  
\_\_\_\_\_ and will be accountable to the church Session and as a  
member of the Presbytery of Genesee Valley, responsible to them through the Committee on  
Ministry during the period of this covenant agreement.
  
2. The Interim Pastor agrees to provide pastoral leadership for \_\_\_\_\_ time. (Indicate full or  
percentage of full time.) The Interim Pastor will be responsible for the following:  
  
\_\_\_\_\_ Giving intentional leadership to the Five Developmental Tasks of the Interim Period.  
\_\_\_\_\_ Preaching and leading the worship life of the church.  
\_\_\_\_\_ Officiating at baptisms, wedding, and funerals as requested.  
\_\_\_\_\_ Leading membership classes, other Christian Education programs and any other services  
mutually agreed upon.  
\_\_\_\_\_ Visiting the sick and shut-ins and counseling members as requested.  
\_\_\_\_\_ Attending appropriate meetings of committees and making reports.  
\_\_\_\_\_ Participating in evaluation of the Interim Pastorate at the conclusion of the interim period.  
\_\_\_\_\_ Other duties: \_\_\_\_\_
  
3. The local church will support and cooperate with the Interim Pastor in every way and will assume  
responsibility for:
  - a. Working on the Developmental Tasks for congregations during the interim period:
    - Coming to Terms with History
    - Discovering a New Identity
    - Allowing Needed Leadership Change
    - Renewing Denominational Linkages
    - Commitment to New Directions in Ministry
  - b. Attending worship services and meetings
  - c. Supporting the pastor in the church's ministry to the community
  - d. Providing clerical assistance as needed
  
4. Responsibilities to the Presbytery and to the Presbyterian heritage:
  - a. The pastor is expected to attend presbytery meetings.
  - b. The pastor will affirm, abide by and support the ordination questions asked of installed clergy.
  - c. The pastor will agree to support the theological guidelines stated in the *Book of Confessions*,  
including the Reformed position on the sacraments.
  
5. The terms of this Covenant shall be: (Please use a copy of the Presbytery's current Annual Terms of  
Call/Contract Worksheet to indicate compensation items and amounts.)  
Total Compensation: \_\_\_\_\_
  - a. Based on experience and qualifications the Interim pastor should be paid no less than the current  
Presbytery minimums. If the church has a manse and the Interim Pastor has other permanent

- housing, both housing and utility allowance will be required appropriate to the location of the church.
- b. The terms will be pro-rated for positions less than full time.
  - c. Unused vacation, study leave and moving expense compensation should be negotiated at the time the Covenant is made.
6. This agreement is for a period of \_\_\_\_\_ months commencing on \_\_\_\_\_  
 \_\_\_\_\_. This agreement may be terminated by either party upon 30 days written notice.
- a. The Covenant should state the length of time, not to exceed one year, and may be extended by action of the Session with approval of Presbytery.
  - b. Ordinarily an interim pastoral relationship should not exceed 24 months in total.
  - c. If for any reason, the agreement is being terminated prior to the expiration, Presbytery must concur with at least one of covenant parties.
7. The Interim Pastor ordinarily will not be considered for this installed position.
8. At the termination of the interim relationship, the local church and pastor agree to participate in an evaluation of this interim period.
9. The Session and the Interim Pastor will provide copies of the covenant to the following:
- a. The Session
  - b. The Interim Pastor
  - c. The Committee on Ministry

Signed this date \_\_\_\_\_ by

\_\_\_\_\_ Clerk of Session  
 \_\_\_\_\_ Church Treasurer  
 \_\_\_\_\_ Interim Pastor  
 \_\_\_\_\_ Chair of COM/PGV

Revised October 2009