

**PRESBYTERY OF GENESEE VALLEY
COMMITTEE ON MINISTRY**

Covenant Agreement for Transitional/Interim Pastors

In order to set forth clearly the agreement for Transitional/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 transitional/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 Transitional/Interim Pastor agrees to provide pastoral leadership for _____ time. (Indicate
full or percentage of full time.) The Transitional/Interim Pastor will be responsible for the following:

_____ Giving intentional leadership to the Five Developmental Tasks of the Transitional/Interim
Period.
_____ Preaching and leading the worship life of the church.
_____ Officiating at communion, 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.
_____ Moderating Session (with approval by the Committee on Ministry).
_____ Participating in evaluation of the Transitional/Interim Pastorate at the conclusion of the
transitional/interim period.
_____ Other duties: _____

3. The local church will support and cooperate with the Transitional/Interim Pastor in every way and
will assume responsibility for:
 - a. Working on the Developmental Tasks for congregations during the transitional/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 Transitional/Interim pastor should be paid no less than the current Presbytery minimums. If the church has a manse and the Transitional/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 a transitional/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 Transitional/Interim Pastor ordinarily will not be considered for this installed position.
8. At the termination of the transitional/interim relationship, the local church and pastor agree to participate in an evaluation of this transitional/interim period.
9. At the termination of the relationship, the Session and Transitional/Interim Pastor agree to execute an appropriate Separation Ethics agreement to assure the congregation can move forward seamlessly into a new relationship with a new Pastor.
10. The Session and the Transitional/Interim Pastor will provide copies of the covenant to the following:
- a. The Session
 - b. The Transitional/Interim Pastor
 - c. The Committee on Ministry

Signed this date _____ by

_____ Clerk of Session

_____ Church Treasurer

_____ Transitional/Interim Pastor

_____ Chair of COM/PGV