

PRESBYTERY OF WABASH VALLEY
TEMPORARY/COVENANT PASTOR COVENANT

DEFINITION

“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 in a temporary pastoral relationship. No formal call shall be issued, and no formal installation shall take place.

Titles and terms of service for temporary relationships shall be determined by the presbytery. A person serving in a temporary pastoral relationship is invited for a specified 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.” (G-2.0504b)

ACCOUNTABILITY

The Covenant Pastor is accountable to the session of the church and to the presbytery through its Commission on Ministry. The Covenant Pastor shall remain actively engaged in the life of the Presbytery, sharing his gifts to advance the missional life of the Presbytery.

THIS AGREEMENT sets forth the basis for a working relationship between _____ as Covenant Pastor and head of staff and the Session of the _____ Presbyterian Church in _____ in cooperation with the Presbytery of Wabash Valley. This contract is for a period of one-year beginning _____ unless terminated sooner as provided below.

Shared Goal for the Well-being of _____ Presbyterian Church
The parties enter into this agreement with the following goal:

To work together to provide for the spiritual growth and the ongoing mission and work of the church.

Expectations of the Covenant Pastor

During the term of this agreement, the Covenant Pastor will:

Function as Head of Staff, supervising church employees (including the lay pastor, program staff, music staff, administrative and office staff), and provide organizational oversight for the work of the church.

- Serve as moderator for meetings of the Session and the Congregation.
- Work collegially with the Session in program planning.
- Meet regularly with colleagues in ministry.
- Submit needed reports to the Commission on Ministry of the Presbytery.
- Comply with the boundaries and ethics training requirements as set by the Presbytery.
- Abide by the Sexual Misconduct Policy and the Code of Ethics of the Presbytery.

Presbytery of Wabash Valley · PO Box 225 · 530 Jefferson St · Rochester, IN 46975
Phone: 1.574.223.5678 · Indiana Only Toll Free: 1.800.235.5376
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Expectations of the Session

During the term of this agreement, the Session will:

- Recognize the importance of this temporary period and provide appropriate compensation to the Covenant Pastor.
- Work cooperatively and creatively with the Covenant Pastor and the Presbytery to support the work of being a church in a time of significant cultural and denominational transitions.
- Negotiate with the Covenant Pastor for time away to fulfill committee or board responsibilities to the larger church, including the Commission on Ministry.
- Review this contract with the Covenant Pastor for renewal by not fewer than sixty (60) days prior to the end of the contract. The contract may be renewable with the consent of the Covenant Pastor, the Session and the Presbytery until an installed pastor has been called.

Expectations of Presbytery

During the term of this agreement, the Presbytery of Wabash Valley will:

- Provide support and consultative services to the Covenant Pastor and the Session through the Presbytery's staff and the Commission on Ministry (COM).
- Will assist the Session and the Covenant Pastor in addressing emerging needs through the resources of the Presbytery.
- Will respond to any referrals by the Session and/or Covenant Pastor regarding the involvement of any former pastors of the congregation. It is understood that should the Covenant Pastor have conflict with any former pastor of the congregation, the matter will be referred to the Presbytery's COM.

Reporting and Accountability

The Covenant Pastor is accountable to the Presbytery COM and to the Session of First Presbyterian Church. The Session may appoint a committee to assist in this accountability process, and any review will include consideration of the partnership relationship between the Covenant Pastor and the Session.

Annual Compensation and Benefits

During the term of this agreement, the Covenant Pastor shall receive the following compensation and benefits:

– Please see attached terms of call reporting form –

Other benefits enumerated:

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Termination Provisions

The Covenant Pastor may terminate this agreement prior to its termination date upon sixty days written notice to the Session.

The Session, with the consent of the COM, may terminate this agreement prior to its termination date upon sixty days written notice to the Covenant Pastor. The Session's failure to negotiate an extension of this agreement prior to sixty days from its expiration shall be considered notice of termination.

All vacation and continuing education/study leave time and funds earned and not used during the contracted period shall be paid in full as the work terminates.

If this agreement is terminated by the Session, and the Covenant Pastor does not have a paid, full-time position at the termination of the contract, _____ Church will continue the salary, housing allowance, and pension/medical payments for the Covenant Pastor for a period not to exceed 60 days after the contract termination date or until such time as the Covenant Pastor secures a new position, whichever comes first.

In witness whereof the parties have executed this Agreement on the dates set forth opposite their signatures:

COVENANT PASTOR: _____ Date _____

_____ PRESBYTERIAN CHURCH

Clerk of Session: _____ Date _____

PRESBYTERY OF WABASH VALLEY

Print name: _____ Date _____

Print title: _____