

**Appendix 5B: Interim Pastor Covenant**

*Revised: January 2018*

The following covenant between the session of \_\_\_\_\_ Presbyterian Church and  
The Rev. \_\_\_\_\_ for the purpose of providing interim pastoral services to  
\_\_\_\_\_ Presbyterian Church of \_\_\_\_\_

Interim Pastor                      Interim Associate Pastor  
of \_\_\_\_\_ Presbyterian Church  
from \_\_\_\_\_ to \_\_\_\_\_  
(Not more than 12 months)

The Interim Pastor (check the appropriate response):

- Will become     Is a member of the Presbytery of the Cascades.
- Will             Will not serve as moderator of session.
- Will             Will not serve as head of staff.

The Position Description for this position is attached to this covenant (see page 6 of *Guidelines for Session Personnel Committees* for more information on writing position descriptions). The Position Description shall include the Five Tasks of an Interim Pastor [Come to Terms with History through Conversation and Healing; Discover the Church’s Identity; Empower Leadership of the Congregation; Affirm the Connectional Linkage as a Presbyterian Church; and Make New Commitments to the Future and New Leadership].

Please list key goals for this interim period:

During the length of the agreement, The Rev. \_\_\_\_\_ will be accountable to the presbytery through quarterly reports to the COM. At the end of the covenant, \_\_\_\_\_ Presbyterian Church agrees to provide a performance review. It is understood that The Rev. \_\_\_\_\_ has agreed not to be involved involved in any way with the Pastor Nominating Committee, except that trained interim pastors, in

consultation with COMC, may lead the congregation's mission study. The Interim Pastor will see that the PNC makes adequate reports. The Interim Pastor will not assist in preparation of the MIF It is understood that The Rev. \_\_\_\_\_ cannot be a candidate for the the vacant pastoral office of \_\_\_\_\_ Presbyterian Church, and will in every way will seek to prepare the way for the coming of an installed pastor.

This covenant is for a period of up to \_\_\_\_\_ months (not more than twelve, G-2.0504b from the date below. This covenant may be terminated by the session upon 30 days written notice. The Interim Pastor may terminate the covenant with 30 days written notice and a forfeiture of any payment beyond the 30 day period. This agreement may be extended with approval of COM

**Terms**

The Interim Pastor is employed on a full-time part time (50%, 75%, etc.) basis, serving approximately \_\_\_\_\_ hours per week, and will be compensated for interim pastoral services follows (pro-rated as necessary):

Salary			Housing	
Utilities			Social Security Allowance	
Professional Expense			Vacation	Four Weeks
Continuing Education			Study Leave	Two Weeks
Other			Other	
		Full pension, medical, disability and death coverage under the Board of Pensions.		
		Attendance at the <input type="checkbox"/> Spring <input type="checkbox"/> Fall presbytery Discovery Retreat.		

**Signatures**

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

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

Date of Session Action \_\_\_\_\_

COM Action

Region \_\_\_\_\_

Date \_\_\_\_\_

\_\_\_\_\_  
Signed: COM Chair