

## Appendix 5D: Supply Pastor Covenant

Revised: September 2018

The following covenant between the session of \_\_\_\_\_  
and The Rev. \_\_\_\_\_  
is for the purpose of defining the terms of the Supply Pastor position.

This covenant is for one year

Beginning: \_\_\_\_\_  
Ending: \_\_\_\_\_

The Supply Pastor (circle 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 goals for this relationship, approved by session and the Commission on Ministry are as follows:

**Annual Review:** The session and COM of the presbytery will conduct a review with the pastor each year before considering renewal of the covenant. Goals and terms may be revised at that time. Renewal of the covenant requires approval by the Commission on Ministry.

**Pastoral Search:** If the church, with COM approval, begins a search for a new pastor, the stated supply pastor becomes interim pastor, may not be considered as prospective candidate, and may not be involved in the pastoral nominating process.

This agreement is for not more than 12 months. This agreement may be ended by the session upon 30 days written notice. The stated supply pastor may end the agreement with 30 days written notice and a forfeiture of any payment beyond the 30 day period.

Terms: The supply pastor is employed on a full time/part time (50%, 75%, etc.) basis, approximately \_\_\_\_\_ hours per week. Compensation, to be reviewed annually, is as follows:

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 Spring Fall presbytery Discovery Retreat.			

Adopted by the session:

Date: \_\_\_\_\_

Signatures:

\_\_\_\_\_  
Supply Pastor

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

\_\_\_\_\_  
COM Liaison

Approved by Commission on Ministry:

Region: \_\_\_\_\_

Date: \_\_\_\_\_

The Rev. \_\_\_\_\_  
is appointed by the presbytery as Supply Pastor beginning \_\_\_\_\_  
for one year and may be considered for renewal annually.

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