

Sample Covenant with a Transitional Pastor

The Covenant between the Session of _____
(Name of Church, Town) and _____
(Transitional Pastor) is for the purpose of providing transitional pastoral services. This relationship shall begin effective _____ (date) until _____ (no more than 12 months) at which time it may be renewed if necessary with the concurrence of Session, Transitional Pastor and Presbytery's Committee on Ministry (COM).

_____ (Name of Pastor) may become a member of the Presbytery of Arkansas upon release from his/her present presbytery and acceptance by the Presbytery of Arkansas. (This step is not mandatory.)

It is understood that the Transitional Pastor is accountable to the Presbytery through the Committee on Ministry and will provide written reports about his or her ministry quarterly and participate with the Committee on Ministry and the Session in an evaluation of this ministry prior to any renewal of the covenant agreement.

It is agreed that this covenant may be terminated upon (30, 60, 90) days' written notice by either the Transitional Pastor or by the Session. If terminated by the Session prior to the end of the covenant period, compensation will continue for _____ days after the date of termination of ministry.

Goals for this ministry are to work with the congregation on the five "developmental tasks" of transitional ministry:

1. Coming to terms with history
2. Discovering a new congregational identity
3. Facilitating shifts in lay leadership and changes in congregational power structures
4. Rethinking and renewing denominational linkages
5. Preparing for new pastoral leadership and a new future

The Transitional Pastor will fulfill the following responsibilities:

- Provide spiritual and administrative leadership for the congregation
- Lead worship and administer the sacraments
- Officiate at weddings and funerals

- Provide pastoral care for the congregation and for all who seek comfort and guidance through the church
- Serve as the Moderator of the Session and Congregation
- Serve as head of staff
- Assist boards and committees in their ministry
- Consult with the Pastor Nominating Committee as appropriate
- Train newly elected officers and assist in preparing persons for membership
- Participate in the life of the presbytery
- Assist the Pastor Nominating Committee and Session in the conduct of a congregational mission study

The Transitional Pastor shall not be involved in the work of the Pastor Nominating Committee beyond providing opportunities for them to communicate with the session and congregation about their progress.

The compensation for this agreement are the TERMS OF CALL:

Salary

Housing

Pension and Medical Benefits (full)

Moving Expenses (full)

Vacation

Continuing Education (\$1200.00 minimum) \$ _____

(reimbursed as used and 1 week every six months) Reimbursement of Ministry Expenses including:

Automobile at \$ _____ per mile (reimbursed as used)

For _____ hours of work per week

Transitional Pastor

Clerk of Session

Moderator of the Committee on Ministry

Date: _____

Revised November 6, 2017