A Global Movement of Evangelical Presbyterian Churches

Sample Transitional Ministry Covenant

Between _____ Church and _____

to provide transitional pastoral leadership, it is agreed that

will begin to serve as Transitional Pastor of ______ Church

on ______. It is understood that this Covenant will be reviewed after three months of service to ensure it reflects the expectations of Church and Pastor, and thereafter at least every six months until a permanent Pastor is called and installed. During this period, the congregation and Transitional Pastor will work together, with God's help, to:

- Provide for worship and the practice of ministry with the congregation and community.
- Engage in the evaluation of the church, reviewing its past and planning for its future, strengthening the mission and unity of the church.
- Prepare for the coming of a permanent pastor called by the congregation.

By signature on this covenant, the Transitional Pastor acknowledges that there is no intent to be considered as the permanent Pastor and that at no time will he meet with the Pastoral Search Committee or assist in the search process, unless specifically asked to do so by the Session of the church.

Shared Ministry

The Transitional Pastor agrees to provide (full-time/part-time) pastoral leadership and shall be responsible for the following:

- Preaching and leading the worship of the church.
- Officiating at baptisms, weddings, and funerals as requested.
- Visitation of the sick and shut-ins, and counseling members as requested.
- With Presbytery approval, serve as Moderator of the Session and congregation.
- Serve as head of staff.
- Attend and resource committees as requested.
- Provide leadership and training for members, including self-study, future planning, membership outreach, and stewardship.
- Give intentional leadership to the Five Developmental Tasks of the transitional period.
- Represent the church in the community and remain active in the Presbytery and General Assembly of the Evangelical Presbyterian Church.

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- Participate in an evaluation of the transitional pastorate at the conclusion of this transitional period
- Other duties:

The church will support and cooperate with the Transitional Pastor assuming responsibility for:

- Attending worship services and other meetings.
- Continuing financial support of the church and its ministries.
- Sustaining lay leadership and shared ministry.
- Supporting the pastor in the church's ministry to the community and the world.
- Working on the Five Developmental Tasks of the transitional period.
- Participating in the Presbytery and General Assembly.
- Informing the Transitional Pastor of the timing of possible and definite leadership transitions, including Candidate Sundays.
- Keeping the Transitional Pastor informed of covenant termination.
- Participating in the evaluation process at the end of the transitional period.
- Other:

Compensation

The church agrees to provide the following compensation to the Transitional Pastor:

- _____ Base salary, per month.
- _____ Housing allowance.
- _____ Health insurance.
- _____ Pension.
- _____ Travel allowance (\$_____per mile or ______allowance)
- _____ Social Security offset.
- _____ Vacation (one week for each three months of service).
- _____ Other _____



Disability

In case of disability due to accident or illness, the church shall be responsible for the Transitional Pastor's full salary and benefits at a rate of one week for each week served up to three months of disability.

Death

In case of the Transitional Pastor's death, the spouse and/or family shall receive full salary and housing for three months, plus any earned vacation pay.

Duration

It is agreed that this Covenant shall be in effect for ______ months, after which time it may be renewed. It is further agreed that thirty days' notice shall be given by either the church or the Transitional Pastor if either wishes not to renew this Covenant. It also is agreed that, when a permanent Pastor has been called, this Covenant shall conclude as the Session deems best, but at the most, one week before the permanent Pastor's installation.

Copies of this Covenant shall be provided to the local church, the Transitional Pastor, and the Ministerial Committee of the Presbytery.

For the Transitional Pastor Search Committee	Date
For the Session	Date
 Transitional Pastor	Date
For the Presbytery	Date