

Sample Transitional Ministry Covenant

Between	Church and	
to provide transitional pastoral leadership, it	is agreed that	
will begin to serve as Transitional Pastor of _	Chui	rch
on It is understood that the months of service to ensure it reflects the experiod, the congregation and Transitional Passes	ectations of Church and Pastor, and thereaf astor is called and installed. During this	ter

- 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.



- 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:

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CUIII	pensation

The church agrees to provide the	ne following compe	ensation to the Transitio	onal Pastor:
Base salary,	per month.		
Housing allo	wance.		
Health insur	ance.		
Pension.			
Travel allow	ance (\$p	oer mile or	allowance)
Social Securi	ty offset.		
Vacation (on	e week for each thi	ree 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

	ree months, plus any earned vacation pay.	shan receive ran salar y
it may be renewed church or the Tran agreed that, when	is Covenant shall be in effect for nd. It is further agreed that thirty days' notice shall lesitional Pastor if either wishes not to renew this capermanent Pastor has been called, this Covenant, but at the most, one week before the permanent	be given by either the Covenant. It also is It shall conclude as the
=	enant shall be provided to the local church, the Trammittee of the Presbytery.	ansitional Pastor, and
	For the Transitional Pastor Search Committee	Date
	For the Session	Date
	Transitional Pastor	Date

For the Presbytery

Date