

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.

- 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 _____

