



MUSKINGUM VALLEY PRESBYTERY

Journeying with Jesus to touch the World!

INTENTIONAL INTERIM PASTOR COVENANT

ACCOUNTABILITY: The Interim Pastor is accountable to Muskingum Valley Presbytery through the Committee on Ministry

The following covenant between the Session of _____, Ohio and The Rev. _____ is for the purpose of providing interim pastoral services. The initial covenant is for one year and may be renewable with the concurrence of the Interim Pastor, Session and the Committee on Ministry.

EXPECTATIONS OF THE INTERIM PASTOR:

1. Will attend presbytery meetings with elder commissioner.
2. Will serve as Moderator of Session.
3. Will/will not assist in the self-study/mission study.
4. Will not assist in the preparation of the Church Information Form.
5. Will have no direct relationship with the Pastor Nominating Committee, except to request adequate reporting to Session and Congregation.
6. Will not be a candidate for the called pastoral position of this church.
7. Will fulfill the responsibilities of Interim Pastor as set forth in the Position Description which is detailed below.
8. With the Session, will develop goals and strategies for the interim period.
9. Specialized interim leadership tasks (as outlined below):
 - A. Coming to Terms with History- Help Congregation examine their past history and work through the grief/relief process which usually follows the loss of a minister.
 - B. Discover a New Identity. Enable the Congregation to identify current issues they face and develop ways of resolving them and develop a clear sense of who they are and what God is calling them to be and do.
 - C. Shifts of Power. Guide old and new congregational leadership in examining their personal commitments and ministries, both individually and collectively.
 - D. Rethinking Denominational Linkages. Assist the Session/Congregation in discovering the resources available through Presbytery, Synod and General Assembly.
 - E. Commitment to New Leadership and to a New Future. Prepare the Congregation for committing itself to a covenant relationship with their “called” pastor.
10. Fulfill these further responsibilities: [list- suggestions below]
 - A. Lead worship, preach and administer the Sacraments.
 - B. Provide for a preacher on Sundays not present.
 - C. Do pastoral calling on sick, train and equip a visitation team and counsel as needed.
 - D. Officiate at weddings and funerals as requested.
 - E. Be responsible for execution or delegation of administrative tasks.
 - F. Moderate session and congregational meetings.
 - G. Work with boards and committees to equip them in carrying out their



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- assigned tasks.
- H. Train newly elected officers and leaders in governance and missional alignment.
- I. Perform other administrative duties as requested.
- J. Prepare the congregation for the arrival of the new pastor.

EXPECTATIONS OF THE SESSION:

1. Will provide support and cooperation in working with the Interim Pastor and the Presbytery to resolve unfinished agendas and to establish goals for present ministry of the church.
2. Will review the Interim Pastor's work through the Session at six month intervals.
3. Will negotiate time away from the Church as needed by the Interim Pastor to fulfill responsibilities to the larger Church.

EXPECATIONS OF PRESBYTERY:

1. Will provide support and consultation to the Interim Pastor through the Committee on Ministry.
2. Will provide consultation to the Congregation to assist in the mission study and search process.
3. Will assist the Session and Interim Pastor with the emerging needs through the resources of Presbytery.

MUTUAL EXPECTATIONS:

1. Provide prayer and spiritual support as members of the family of Christ.
2. To work within the accepted general framework of interim intentions and goals as set forth in denominational and other resources.

FINANCIAL PROVISIONS:

[Use the Initial/Annual Terms of Call form]

TERMINATION PROVISIONS:

1. This contract may be terminated in the first six months only by mutual consent.
2. After six months this contract may otherwise be terminated by the Session upon thirty (30) days' notice. The Church shall pay full benefits, including salary, housing and pension/medical benefits from the date of notice until the expiration of the thirty (30) day notice period, unless extended by mutual consent of the parties.
3. After six months the contract may be terminated by the Interim Pastor with thirty (30) days' notice; in which case, payment beyond thirty (30) day period will be forfeited.
4. Vacation, if accrued, to be paid in full at the time of termination of work.
5. Registration fees or related expenses for study leave will not be paid after the Interim Pastor leaves the pulpit.



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SIGNATURES:

Interim Pastor

Date

Clerk of Session

Date

COM Liaison

Date