

COVENANT WITH AN  
**INTERIM PASTOR OR INTERIM ASSOCIATE PASTOR**

This Covenant between the Session of \_\_\_\_\_ (Name of Church, Town)  
and \_\_\_\_\_ (Name of Interim Pastor/Interim Associate Pastor)  
is for the purpose of providing interim 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, Interim Pastor/Interim Associate Pastor and Presbytery's Committee on Ministry.

If he or she is not currently a member of the Presbytery of Cincinnati, he or she will become a  
member of the Presbytery of Cincinnati upon release from his/her present presbytery and  
acceptance by the Presbytery of Cincinnati.

It is understood that the Interim Pastor/Interim Associate Pastor is accountable to the presbytery  
through the Committee on Ministry and will provide written reports about his or her ministry  
every \_\_\_\_\_ months and participate with this Committee and the Session in an evaluation of  
this ministry in \_\_\_\_\_ months.

It is understood that the Interim Pastor/Interim Associate Pastor is not eligible to be called as  
Pastor or Associate Pastor.

It is agreed that this covenant may be terminated upon \_\_\_\_ days written notice by the Interim  
Pastor/Interim Associate Pastor or \_\_\_\_ days written notice 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  
interim 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 Interim Pastor/Interim Associate Pastor will fulfill the following responsibilities:

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_
- 4) \_\_\_\_\_
- 5) \_\_\_\_\_
- 6) \_\_\_\_\_

The Interim Pastor will serve as Moderator of Session. \_\_\_\_ YES \_\_\_\_ NO.

Unless the Committee on Ministry specifically requests the Interim Pastor/Interim Associate Pastor to perform a task on its behalf, the Interim Pastor/Interim Associate Pastor shall not be involved in the work of the Pastor/Associate Pastor Nominating Committee beyond providing opportunities for them to communicate with the session and congregation about their progress.

**COMPENSATION AND BENEFITS**

Salary \_\_\_\_\_  
Housing \_\_\_\_\_  
Other \_\_\_\_\_  
PCUSA pension and major medical FULL  
Vacation four weeks/year Additional Vacation \_\_\_\_\_  
Study Leave two weeks/year Additional Study Leave \_\_\_\_\_

**REIMBURSABLE MINISTRY EXPENSE ALLOWANCES**

Auto (at IRS maximum rate) ACTUAL  
Continuing Education \_\_\_\_\_  
Moving Expenses (if applicable) FULL  
Other \_\_\_\_\_

**SIGNATURES**

Clerk of Session \_\_\_\_\_  
Date \_\_\_\_\_

COM Representative \_\_\_\_\_  
Date \_\_\_\_\_

Interim Pastor/Interim Associate Pastor \_\_\_\_\_  
Date \_\_\_\_\_