

This annual Covenant between the session of _____ Presbyterian Church, _____, IN (PIN _____), the Reverend _____ and the Presbytery of Wabash Valley (PIN 100-736) is for the purpose of providing pastoral services to the _____ Church. This contract is for a period of one year beginning _____ unless terminated sooner as provided below.

DEFINITION

G-2.0504b: Temporary pastoral relationships are approved by the presbytery and do not carry a formal call or installation. When a congregation does not have a pastor, or while the pastor is unable to perform her or his duties, the session, with the approval of presbytery, may obtain the services of a teaching elder, candidate, or ruling elder in a temporary pastoral relationship. No formal call shall be issued and no formal installation shall take place.

Titles and terms of service for temporary relationships shall be determined by the presbytery. A person serving in a temporary pastoral relationship is invited for a specified period not to exceed twelve months in length, which is renewable with the approval of the presbytery. A teaching elder employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co-pastor, or associate pastor.

ACCOUNTABILITY

The Covenant Pastor is accountable to the session of the church and to the presbytery through its Commission on Ministry.

SHARED GOAL WITH _____ PRESBYTERIAN CHURCH

The parties enter into this agreement with the mutual goal:

To work and pray together to provide for the spiritual growth and the ongoing mission and work of the church.

EXPECTATIONS OF THE COVENANT PASTOR

— *Please list in detail specific expectations of the pastor. They may or may not include:*

- To provide spiritual leadership, preaching and teaching, pastoral care, administrative and organizational oversight to the congregation of _____ Presbyterian Church.
- Be an active contributor to the churches of the Presbytery of Wabash Valley and participate in Presbytery's meetings and connectional work.
- Serve as moderator of session and congregation, without voting privileges.
- Serve as Head of Staff of the Church with all the authority implied, including the authority to supervise all members of the staff, in consultation with the Session or its appropriate committee.

- Lead church activities including member weddings, funerals, and home visitation.
- Maintain an office schedule and regularly prepare reports to Session on needs and issues as appropriate.
- Encourage all members to be welcoming to those outside the church congregation.
- Be active in the _____ community.
- Work to maintain unity among all church members and create one entity among the whole.
- Live a life that spiritually, physically and emotionally commends the gospel of Jesus Christ.
- Plan time to attend continuing education events including boundaries and ethics training every three years, and maintain personal care.
- Follow the principles and processes of the PC(USA) Book of Order.
- Abide by the Sexual Misconduct Policy and the Code of Ethics of the Presbytery.
- _____

EXPECTATIONS OF THE SESSION

During the term of this agreement, the Session will:

Recognize the importance of this temporary period and provide appropriate compensation to the Covenant Pastor.

Work cooperatively and creatively with the Covenant Pastor and the Presbytery to support the work of being a church in a time of significant cultural and denominational transitions.

Negotiate with the Covenant Pastor for time away to fulfill committee or board responsibilities to the larger church, including the Commission on Ministry.

Review this contract with the Covenant Pastor for renewal by not fewer than sixty (60) days prior to the end of the contract. The contract may be renewable with the consent of the Covenant Pastor, the Session and the Presbytery until an installed pastor has been called.

EXPECTATIONS OF PRESBYTERY

During the term of this agreement, the Presbytery of Wabash Valley will:

Provide support and consultative services to the Covenant Pastor and the Session through the Presbytery's staff and the Commission on Ministry (COM).

Will assist the Session and the Covenant Pastor in addressing emerging needs through the resources of the Presbytery.

Will respond to any referrals by the Session and/or Covenant Pastor regarding the involvement of any former pastors of the congregation. It is understood that should the Covenant Pastor have conflict with any former pastor of the congregation, the matter will be referred to the Presbytery's COM.

ANNUAL COMPENSATION AND BENEFITS

During the term of this agreement, the Covenant Pastor shall receive the following compensation and benefits:

– *Please attach Annual Terms of Call reporting form* –

TERMINATION PROVISIONS

The Covenant Pastor may terminate this agreement prior to its termination date upon sixty days written notice to the Session.

The Session, with the consent of the COM, may terminate this agreement prior to its expiration date upon sixty days written notice to the Covenant Pastor. The Session's failure to negotiate an extension of this agreement prior to sixty days from its expiration shall be considered notice of termination.

All vacation time and funds earned during the contracted period shall be paid in full as the work terminates.

If this agreement is terminated by the Session prior to its expiration, and the Covenant Pastor does not have a comparable paid-position at Session's termination of the contract, _____ Church will continue the salary, housing allowance, and pension/medical payments for the Covenant Pastor for a period not to exceed 60 days after written notice of termination or until such time as the Covenant Pastor secures a new position with comparable compensation, whichever comes first.

In witness, whereof the parties have executed this Agreement on the dates set forth opposite their signatures:

COVENANT PASTOR: _____ Date _____

CLERK OF SESSION: _____ Date _____

PRESBYTERY OF WABASH VALLEY

STATED CLERK: _____ Date _____