

**PRESBYTERY OF WEST VIRGINIA
COVENANT AGREEMENT 2019**

BETWEEN A SESSION AND A TEMPORARY PASTOR

The Session of the _____ Presbyterian Church is fully satisfied with your qualifications to lead and assist us in the fulfillment of our corporate and individual ministries and hereby contracts with you, _____, to become the

___ Stated Supply ___ Interim Pastor* ___ Parish Associate Pastor**
(Select One)

for the period of time from _____ to January 31, 2020.

During this time we expect you to perform the following SERVICES:*

1. Conduct worship:
 ___ weekly worship
 ___ special services
2. Fulfill the following pastoral duties:
3. Assist the Session in the following ways:
4. Other responsibilities:

The Session estimates that to fulfill these duties will require _____ hours per week.

The Session will maintain its individual and corporate duties in the government and discipline of the congregation and oversight of the church's spiritual interests.

The Session promises and obligates itself to provide you with the following:

1. A salary of \$ _____ per month.
2. Of the above salary, \$ _____ is designated as housing allowance.
3. Reimbursement for travel in the performance of your duties at the current IRS mileage rate.

November 2018

4. Other items of finance or reimbursement: _____

5. Four weeks vacation (including 4 Sundays); two weeks study leave (including two Sundays).
This vacation and study leave time is a minimum requirement.

This covenantal relationship is subject to the terms of the Leave Policy approved by the Presbytery of West Virginia at its meeting on August 29, 2015; the policy is available on the Presbytery website.

All pastoral leaders in the Presbytery of West Virginia are required to complete Sexual Misconduct Prevention training.

It is agreed that this covenant may be terminated upon 30 days written notice by either the Temporary Pastor or by the session.

Required to be completed by the pastoral leader for covenant renewals:

What continuing education events did you attend in 2018? (Please include event/workshop names, dates and the name of the sponsoring institution.) _____

How much of your vacation time did you use in 2018? _____

This covenant is agreed upon by the Church Session, the candidate/temporary supply pastor, and the Committee on Ministry of Presbytery.

Signed by Clerk of Session _____
Date _____

Signed by Temporary Pastor _____
Date _____

Signed by Ministry Committee Chair _____
Date _____

(A single signed copy is to be submitted to the Presbytery Office, attention Stated Clerk.)

*The role of Interim Pastor carries specific tasks in addition to the regularly expected pastoral responsibilities. These tasks are important for a faithful and successful interim experience for your congregation. 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, and
5. Preparing for new pastoral leadership and a new future.

It is understood that the Interim Pastor is accountable to the presbytery through the Committee on Ministry and will provide written reports about his/her ministry every 12 months and participate with the Committee and the Session in an evaluation of this ministry in 12 months.

** Parish Associate has been defined by the Presbytery of West Virginia. A Parish Associate will serve at the invitation of the installed pastor and with the approval of the Session. The role of the Parish Associate and the question of remuneration will be negotiated between the Session, the Pastor, and the Parish Associate.