

**Temporary Pastor Covenant 2024**  
**Presbytery of West Virginia**

BETWEEN A SESSION AND A TEMPORARY PASTOR  
PRESBYTERIAN CLERGY FORM

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, 2025. (Interim Covenants may change the date to reflect a covenant of one year from start date.)

During this time, we expect you to perform the following duties as Temporary Pastor:\*

1. Conduct worship:

\_\_\_\_\_ weekly worship

\_\_\_\_\_ special services

2. Fulfill the following pastoral duties:

3. Assist the Session in the following ways:

4. Other duties:

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

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.

- 4. Other items of finance or reimbursement (including Continuing Education):
  
- 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 November 18, 2023; 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 without cause upon 30 days written notice either by 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 2023? (Please include event/workshop names, dates and the name of the sponsoring institution.)

How much of your vacation time did you use in 2023?

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

Signed by Clerk of Session \_\_\_\_\_  
Date \_\_\_\_\_

Signed by Temporary Pastor \_\_\_\_\_  
Date \_\_\_\_\_

Date of Approval by COM \_\_\_\_\_

(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 duties. 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 regular, written reports about their ministry 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.

**Please return by January 8, 2024 to:**

**Presbytery of West Virginia  
Committee on Ministry  
P.O. Box 11720  
Charleston, WV 25339  
Email: [statedclerk@wvpresbytery.org](mailto:statedclerk@wvpresbytery.org)**