**

**INTERIM PASTOR COVENANT**

The following covenant between the session of ***Church Name/City/State*** and the Rev.  ***Pastor’s Name*** is for the purpose of defining the terms of the **Interim or Interim Associate Pastor Position**.

The Interim Pastor (check the appropriate response):

 [ ]  Will become [ ]  Is a member of the Presbytery of the Cascades.

 [ ]  Will [ ]  Will not serve as moderator of session.

 [ ]  Will [ ]  Will not serve as head of staff.

The Position Description for this position is attached to this covenant. The Position Description shall include the Five Tasks of an Interim Pastor: **1.** Come to Terms with History through Conversation and Healing; **2.** Discover the Church’s Identity; **3.** Empower Leadership of the Congregation; **4.** Affirm the Connectional Linkage as a Presbyterian Church; and

**5.** Make New Commitments to the Future and New Leadership.

**Please list key goals for this interim period:**

|  |
| --- |
|  |

|  |  |  |
| --- | --- | --- |
| During the length of the agreement, The Rev. | ***Type Pastor’s Name Here*** | will be  |
| accountable to the presbytery through quarterly reports to the COM. At the end of the covenant, |
| ***Type Congregation Name Here*** | Presbyterian Church agrees to provide a performance review. |

|  |  |  |
| --- | --- | --- |
| It is understood that The Rev. | ***Type Pastor’s Name Here*** | has agreed not to be |
| involved in any way with the Pastor Nominating Committee, except that trained interim pastors, in consultation with COM, may lead the congregation’s mission study. The Interim Pastor will see that the PNC makes adequate reports. The Interim Pastor will not assist in preparation of the MIF. |

|  |  |  |
| --- | --- | --- |
| It is understood that The Rev. | ***Type Pastor’s Name Here*** | cannot be a candidate for the  |
| vacant pastoral office of | ***Type Congregation Name Here*** | Presbyterian Church, and in every  |
| way will seek to prepare the way for the coming of an installed pastor. |

|  |  |  |
| --- | --- | --- |
| This covenant is for a period of up to |   ***# of months*** | months (not more than twelve, G-2.0504b),  |
| beginning ***Start Date Here***. This covenant may be terminated by the session upon 30 days written notice. The Interim Pastor may terminate the covenant with 30 days written notice and a forfeiture of any payment beyond the 30 day period. This agreement may be extended with approval of COM. |

**Terms:**

|  |
| --- |
| The Interim Pastor is employed on a [ ]  full-time [ ]  part time (50%, 75%, etc.) basis, serving |
| approximately | ***# of hours*** | hours per week, and will be compensated for interim pastoral services |
| follows (please pro-rate as necessary depending on part-time basis.) |

|  |  |  |  |
| --- | --- | --- | --- |
| Salary | ***$*** | Housing | ***$*** |
| Utilities | ***$*** | Social Security Allowance | ***$*** |
| Professional Expense | ***$*** | Vacation | **Four Weeks** |
| Continuing Education | ***$*** | Study Leave | **Two Weeks** |
| Other | ***$*** | Other | ***$*** |
| Full pension, medical, disability and death coverage under the Board of Pensions. |
| Attendance at the [ ] Spring [ ]  Fall presbytery Discovery Retreat. |

**Board of Pensions** (check which apply): [ ]  Medical [ ]  Retirement

**Signatures** (Either digital or written signature is acceptable):

|  |  |
| --- | --- |
|  |  |

 **Interim Pastor**

|  |  |
| --- | --- |
|  |  |

 **Clerk of Session**

**Date of Session Action:**  *Click or tap to enter a date.*

**Approved by Commission on Ministry:**

|  |  |
| --- | --- |
| **Region:** |  |
| **Date:** | ***Click or tap to enter a date.*** |

***Information only:***

As approved at the summer online Stated Meeting held on June 11-12, 2021, the presbytery MINIMUM TERMS OF CALL for Ministers, Commissioned Ruling Elders, and Certified Christian Educators for 2022 shall be:

$51,827 in Compensation (Includes Salary, Housing Allowance/Manse Value,

 403B Contributions, SECA allowance, etc.)

$1,500 in Continuing Education

$3,500 in Professional Expenses (including Travel Allowance)

4 Weeks of Vacation

2 Weeks of Continuing Education

3 Month sabbatical at full pay after each six (6) years of service.

Full coverage through the Board of Pensions for medical and retirement benefits.

Additionally for 2022, the recommended **Cost of Living Adjustment** for all Ministers, Commissioned Ruling Elders and Certified Christian Educators currently serving congregations is 3.9% above their existing compensation.