



Temporary Pastoral Relationship Covenant Form

Current January 2024

The following covenant between the session of _____ and _____, is for the purpose of providing pastoral services to the church for a period of _____ (not to exceed 12 months).

The covenant is to begin on _____, 20__.

This covenant is for:

- | | |
|---|--|
| _____ Temporary Supply | _____ Commissioned Ruling Elder/Pastor |
| _____ Interim (Transitional) Pastor | _____ Stated Supply |
| _____ Interim (Transitional) Co-Pastor | _____ Designated Pastor |
| _____ Interim (Transitional) Associate Pastor | _____ Student Pastor |

Duties:

The pastor will be responsible to (please add or delete from this list):

- _____ moderate the session and congregational meetings
- _____ serve as Head of Staff
- _____ lead worship and preach at regular Sunday services
- _____ arrange for substitute preachers on any Sundays not present
- _____ call on sick and homebound
- _____ provide administrative leadership
- _____ officiate at weddings and funerals
- _____ lead new member classes
- _____ work with committee chairs
- _____ represent the church in dealing with outside organizations
- _____ other – please specify:

The congregation and session will be responsible to (please add or delete from this list):

- _____ support the pastor in their ministry
- _____ provide financial compensation according to the terms outlined below
- _____ provide a performance review to the pastor at least annually
- _____ pray for the pastor during this covenant period
- _____ other – please specify:



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Terms:

The pastor is employed on a () full-time () part-time basis, serving approximately _____ hours per week and will be compensated as follows:

Effective Salary (ES)

Cash Salary \$ _____
 Fair Rental Value of Manse \$ _____
 Housing Allowance \$ _____
 Utilities Allowance \$ _____
 Deferred Compensation \$ _____
 Other (Specify) \$ _____

Total Effective Salary: \$ _____

Reimbursable Expenses (RE)

Automobile Expense (IRS Rate) \$ _____
 Business/Professional Expenses \$ _____
 SECA Supplement (up to 50%) \$ _____
 Continuing Education \$ _____
 Moving Costs (up to) \$ _____
 Other Allowances (Specify) \$ _____

Total Reimbursables: \$ _____

Additional Benefits

Paid Vacation (4 weeks including 4 Sundays)

Paid Continuing Education (2 weeks including 2 Sundays)

Select one of the following (to be eligible for enrollment must be employed at least 20 hours per week)

Includes: PPO family medical, pension, temporary disability, and death and disability

Enrollment with the Board of Pensions

Enrollment in the Pastor's Participation Plan 39% of ES: \$ _____

Enrollment in the Minister's Choice Plan 10% of ES \$ _____

Includes: pension, temporary disability, death and disability, and employee assistance programs

Optional Additional Benefits:

Matching 403b contributions \$ _____

Vision Eyewear Coverage \$ _____

Dental Coverage \$ _____

Other \$ _____

Total Additional Benefits: \$ _____



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During the length of this agreement, the pastor will be accountable to the session, and through them to the Presbytery of North Central Iowa. Should the Temporary Pastor have any serious differences or difficulties with any former pastor of this congregation, the matter will be immediately referred to the Presbytery's Commission on Ministry. It is understood that the pastor will only be involved with the Pastor Nominating Committee at the direction of the Commission on Ministry. Any concerns or suggestions about the congregation's search for a new pastor shall be communicated to the Presbytery's Commission on Ministry liaison.

This agreement may be terminated by either party (session or pastor) upon 30 days written notice. This agreement may be extended in one- to 12-month periods, upon written notice to, and the approval of, the Presbytery through its Commission on Ministry. It is understood that the pastor will participate in any training/discussions sponsored and/or requested by the Presbytery and will participate in an exit interview conducted by the Presbytery.

Approvals:

The session approved this covenant and its terms on _____

Signed (Clerk of Session): _____ Date: _____

The pastor accepted this covenant and its terms on _____

Signed (Pastor): _____ Date: _____

The presbytery approved this covenant and its terms on _____

Signed (COM Moderator): _____ Date: _____

Signed copies should be given to 1) Pastor, 2) Clerk of Session, 3) Moderator of Commission on Ministry, and 4) Admin Executive / Stated Clerk of the Presbytery of North Central Iowa.