

**The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.)
Covenant for a Temporary Pastoral Relationship as
Transitional Pastor**

The Session of the _____ Presbyterian Church of _____
Ohio, being well satisfied with your qualifications for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly covenants with teaching elder

to undertake work as Transitional Pastor of this congregation, for a period of one (1) year beginning _____ This covenant is for _____ percent of full-time. This covenant may be renewed with the concurrence of the session, the Presbytery of Scioto Valley Commission for Congregational Life, and the teaching elder. This covenant may be terminated by the session or the teaching elder with thirty (30) days' written notice. The Presbytery may terminate this covenant at any time.

If the teaching elder is not currently a member of the Presbytery of Scioto Valley, he or she will become a member of the Presbytery of Scioto Valley upon release from his/her present presbytery and acceptance by the Presbytery of Scioto Valley.

It is understood that the Transitional Pastor is accountable to the Presbytery through the Commission for Church Professionals and will provide written reports about his or her ministry every three months and participate with the Commission and the Session in an evaluation of this ministry at its conclusion.

It is understood that the Transitional Pastor is not eligible to be called as Pastor. (G-2.0504b)

The primary goals for this transitional ministry are to work with the congregation on the five "developmental tasks" of transitional 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
- 5) Preparing for new pastoral leadership and a new future

The transitional pastor will fulfill the following responsibilities:

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____
- 6. _____

7. _____

8. _____

The Transitional Pastor will serve as Moderator of Session _____ Yes _____ No

Unless the Commission for Congregational Life specifically requests the Transitional Pastor to perform a task on its behalf, the Transitional Pastor shall not be involved in the work of the Pastor Nominating Committee beyond providing opportunities for them to communicate with the session and congregation about their progress.

This covenant is expressly made subject to the Sexual Misconduct Policy of the Presbytery of Scioto Valley and the provisions therein concerning leave of absence upon receipt of an allegation of sexual misconduct. All parties to this contract agree to be bound by such policy.

We promise you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord. That you may be free to devote yourself fully to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you during the term of this covenant the following compensation (not less than ninety (90) percent of the previously installed pastor's compensation), stated in annualized amounts, to be paid in regular monthly or semi-monthly payments, and the following specified professional reimbursements:

Effective Salary

Cash Salary _____
Fair Rental Value of Manse _____
Housing Allowance _____
Utility Allowance _____
Deferred Compensation _____
Other Pensionable Comp. _____

Total Effective Salary \$

Professional Expenses Reimbursements*

Auto Expense (current IRS rate) _____
Business/professional expense _____
SECA Supplement (up to 50%) _____
Continuing Education _____
Other Allowances _____
Moving Costs _____

Full medical, pension, disability and death benefit coverage under the Board of Pensions

Paid vacation leave _____ Weeks

Paid continuing education leave _____ weeks

*Specified expense reimbursements so noted must be itemized and will be paid as incurred, subject to the annual amount shown. Automobile expense shall be reimbursed at the applicable current IRS rate (published annually) and shall not include mileage commuting to and from work – Federal Tax Guide Paragraph 2370.

The session will review the adequacy of this compensation at the time when the covenant is up for renewal.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the _____ Church of _____ Ohio.

Date of Action _____ Signature _____
Clerk of Session

By the Commission for Church Professionals

This covenant has been approved by the Commission for Church Professionals of the Presbytery of Scioto Valley.

Date of Action _____ Signature _____
Commission Moderator

Date of Action _____ Signature _____
Stated Clerk

By the Teaching Elder

I hereby accept this covenant and the terms and conditions contained herein.

Date of Acceptance _____ Signature _____
Teaching Elder

[NOTE: Four copies of the covenant are to be prepared and signed by the clerk of session and teaching elder. Deliver the copies to the presbytery stated clerk for presbytery approval. When all signatures are completed, copies will be distributed to the teaching elder, the clerk of session, and the Presbytery of Scioto Valley, and the presbytery of membership (if other than Scioto Valley).]