

## Interim/Transitional Pastor Covenant Form Presbytery of the James

To be Completed by the Session

On this date,		For the		Church, in		, Virginia
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Recommends that these terms of call be approved for
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The effective date is of this covenant is from		to	
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Check all that apply:	Full-time		Part-time		If part-time, how many hours?	
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The church will pay moving expenses up to	\$	
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*The church will annually review the adequacy of compensation and follow the presbytery's compensation guidelines. If this is a part-time covenant, Board of Pension dues are applicable at 20 hours or above).*

Compensation					
<b>Total Annual Cash Equivalent:</b>		\$	Full-time Compensation + Benefits must be at least \$72,000 and Prorated for Part-Time		
A. With Housing and Utilities		B. With Manse, No Utilities Provided		C. With Manse & Utilities	
Annual cash salary:	\$	Annual cash salary:	\$	Annual cash salary:	\$
Housing/Util allow:	\$	Manse value:	\$	Manse value:	\$
		Util/furnishing allow:	\$	Utilities are provided:	<b>Yes</b>
<b>Benefits</b>					
D. Self-employment tax (.0765 X total cash equivalent):			\$		
E. Pension & Major Medical dues; see BoP Choice:			\$		
F. Study Leave (2 weeks minimum)					
G. Vacation (4 weeks minimum)					
<b>Professional Reimbursements</b>					
H. Auto/travel expenses (IRS rate)			\$		
I. Study leave expenses (presbytery minimum \$1,000)			\$		
<b>Other</b> (please specify, e.g., compensation, benefits, reimbursement)					
			\$		

Duties of an Interim/Transitional Pastor	Other Duties in Order of Priority (worship, moderating, training Session, hospital visitation, teaching, etc.
Celebrating the church's history.	
Strengthening and continuing ties with presbytery, synod and GA.	
Leading the church to a renewed vision for their church (mission study).	
Providing for smooth transitions of congregational leadership.	
Preparing the way for a new pastor.	

**Terms and Salary Continuation:** It is agreed that this covenant may be terminated upon a minimum of 30 days' written notice by either the minister or by the Session. If terminated by the Session, prior to the end of the covenant period stated above, compensation and benefits will continue for up to two months. The salary continuation will end at the start of the minister's next full-time service and be adjusted for part-time service. If the minister initiates the departure, all terms of call items will ordinarily terminate on the last day of service.

**Reporting:** The integral relationship of COM to churches in transition requires regular and transparent communication between COM, Interim/Transitional leadership and Session. To that end, the filing of a quarterly report by Interim/Transitional personnel with the Transitions Relations (TR) sub-committee is required.

**Boundary Training:** The Presbytery of the James (POJ) requires that all minister members and those serving in a temporary pastoral relationship with a POJ congregation keep their boundary training current by renewing it every three years. *"By signing this covenant, I acknowledge the presbytery boundary training requirement. I agree to abide by the presbytery boundary training policy."*

Signatures			
Clerk of Session		Date:	
Interim/Transitional Pastor:		Date:	
COM Approval:		Date:	