

## DESIGNATED TRANSITIONAL MINISTRY COVENANT

This covenant between the \_\_\_\_\_ and the \_\_\_\_\_ Church effective \_\_\_\_\_.

### Responsibilities and Duties

#### The Designated Transitional Pastor shall:

- Assist the congregational leadership in:
- Assessing, revising, and/or developing of vision and mission statements and strategic planning.
- Assessing and acting on needed changes in staff/volunteer structures and placements.
- Revising or developing church constitution, bylaws, policies and ways of work to facilitate the effective functioning of the governance and ministry efforts of the congregation.
- Educating congregational leaders in their roles in Governance or Ministry to enable clear lines of authority and responsibility.
- Preparing individuals and groups for change through coaching and transformational inquiry.
- Exploring new options for worship, including but not limited to the use of technology, contemporary or emerging worship components, updating of liturgical forms, etc.

Other duties as specified here:

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- Fulfill the duties of a pastor as defined in the church's pastoral job description.
  - Assist the congregation with special projects, efforts or transitions as described below:
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#### The congregation shall:

- Commit to the process of self-study by working through transitional tasks.
- Work with the Transitional Pastor in the assessment, revision and development of practices with the church.
- If necessary, prepare for a pastoral search, completing a profile and national posting as well as reviewing profiles from the Designated Pastor and other potential pastoral candidates.
- Function as the "Body of Christ" supporting the work of congregational leaders and the needs of members and friends of the congregation.
- Maintain education, mission, music, and other ministries of the congregation
- Continue to provide staff support
- Support the involvement of the Designated Transitional Pastor in denominational activities, clergy associations, and Pastoral Excellence Groups
- Provide resources for professional consultation with specialists, when needed, in order to assist the Designated Transitional Pastor in accomplishing the goals identified in this covenant agreement.

## Accountability

### The Designated Transitional Pastor shall:

- Be accountable to the \_\_\_\_\_ through the \_\_\_\_\_ (i.e. Elders) and ultimately to the congregation for the successful completion of duties.
- Maintain ministerial standing in his/her denomination

### The congregation shall:

- Support the leadership of the Designated Transitional Pastor in the congregation and community
- Inform the Designated Transitional Pastor regularly of the progress the Pastoral Search Committee is making in preparing to call a settled pastor, including their consideration of the Designated Transitional Pastor as a candidate.

## Compensation

	Annually	Monthly
1. Salary	\$	\$
2. Housing Allowance (including utilities) and/or use of parsonage (including utilities)		
3. Social Security Offset		
4. Medical (and dental) Insurance		
5. Pension (14% of above items 1&2)**		
6. Continuing Education		
7. Professional Expenses		
8. Disability Insurance***		
9. Mileage @ IRS allowable rate		
10. TOTAL	\$	\$

\*\*It may be advantageous for the Transitional Pastor to negotiate a Tax Deferred Annuity

\*\*\*If the church does not provide Disability Insurance, the Transitional Minister may wish to add a disability and death clause. This is suggested as "up to 3 months' salary, housing, Social Security, and medical (dental) insurance (1-4 above) until the disability or death benefit through the Pension Program begins to pay.

## Benefits

The congregation shall pay moving expenses as necessary and appropriate.

Paid vacation: one week for each 3 months of service, or 2 days per month served, or four weeks annually

One week of Continuing Education time for each 6 months of service.

## Renewal and Termination

This covenant is initially in effect for twelve months and is renewable in three-month increments, as appropriate and agreeable to both parties, following evaluation.

Either party may terminate this agreement with a ninety-day (90) notice.

Changes in the above covenant may be negotiated between the Designated Transitional Pastor and the leadership of the congregation.

\_\_\_\_\_  
Transitional Pastor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Congregational Representative

\_\_\_\_\_  
Date