# Mid-Kentucky Presbytery

# Transitional Pastor Covenant

This paper constitutes an agreement between \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 (Name of Church)

and the Rev. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ within the bounds of

the Presbytery of Mid-Kentucky, Presbyterian Church (USA). This covenant agreement shall begin on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

\_\_\_\_\_\_\_\_\_\_\_\_\_ Full Time \_\_\_\_\_\_\_\_\_\_\_\_\_ Part Time, \_\_\_\_\_\_\_\_\_\_\_\_\_ Hours

## The Transitional Pastor will serve

* As Moderator of Session (Ordinarily, the minister is a member of the Mid-Kentucky Presbytery however, if not a member of the Mid-Kentucky Presbytery, the COM must approve the pastor to moderate the session.)
* As Head of Staff
* As facilitator of the Session’s leading the congregation through the Developmental Tasks listed below
* Maintaining the health and life of the congregation

The following Developmental Tasks of the church in search of a new pastor are critical for the health of a congregation during the transitional period. Transitional pastors are trained to guide the congregation through these tasks with the goal of preparing the congregation and leadership for the next installed pastor. As the session considers a position description for the transitional pastor, these tasks must be considered.

**THE DEVELOPMENTAL TASKS OF THE CONGREGATION**

 **IN SEARCH OF A PASTOR**

The following tasks are not always worked on in sequential order but will all need to be addressed during the interim period.

1. **Coming to Terms With History**
* admitting what has been bad and honoring and appreciating what has been good
* putting the tenure of the last pastor in perspective
* appropriate ventilation of feelings, grieving, accepting, and moving on
1. **Discovering a New Identity**
	* determining whether the congregation’s image is realistic
	* seeing the transitional time as an opportunity for renewal and growth
	* the congregation sees itself as an entity separate from the former pastor’s personality and style
2. **Allowing and Empowering New Leadership**
	* power and control of decisions and directions of congregation
	* healthy, realistic decision-making
	* managing conflicts
	* honoring past leaders and finding ways to keep them involved
	* burn-out and drop-out of leaders
3. **Renewing Denominational Linkages**
	* healthy partnership with the presbytery and the Presbyterian Church (U.S.A.)
	* authority, dependency, interdependency, counter-dependency
	* congregation’s tendency to see presbytery or denomination through former pastor’s eyes
	* history of the relationship; dollars and trust
4. **Commitment to New Leadership and a New Future**
	* consensus and excitement about the shared vision for the future
	* getting a good match between the pastor and the congregation
	* clear and shared expectations between clergy and congregation
	* clean exit of transitional pastor and other consultants

## Accountability and Evaluation

During the duration of this agreement, the Pastor will be accountable to the Presbytery of Mid-Kentucky through the Commission on Ministry. The Pastor will work closely with the Session to develop and monitor the progress of the transition process. The session will review the transition process and the performance of the pastor at six-month intervals.

## Relationship with the Pastor Nominating Committee

The Pastor may assist the PNC with method, process, and reports, but will not be involved in the actual selection of the new pastor. Ordinarily, the contract Pastor will not be a candidate for the position of Installed Pastor.

**Length of Agreement and Termination**

This agreement is for a term of 12 months, subject to renewal. If the session does not intend to renew the agreement beyond the 12-month period, the session will provide the Pastor written notice of intent not to renew at least 30 days in advance of the 12-month anniversary. Should the session decide to terminate the agreement in less than a 90-day period due to the calling of a pastor, the contract pastor shall be provided full salary and benefits for a period up to 90 days or the time of the contract Pastor’s next call, whichever is earliest. If the session decides to terminate the agreement prior to the expiration of the 12-month period due to poor performance or irreconcilable differences, the contract pastor shall receive full salary and benefits for 30 days. The contract pastor may terminate his/her agreement with 30 days written notice and forfeiture of any payment beyond that period.

## Work Schedule

Many transitional pastors live at a distance from the church. The session is urged to work out a suitable schedule for both the pastor and the congregation. The contract Pastor will make his/her calendar known to the church office, and will be reachable both at home and via mobile telephone provided by the church. It is advisable for the church to supply the interim pastor with a cell phone for accessibility.

## Terms of Employment

If the Transitional Pastor is employed full time, they shall be compensated according to the presbytery minimums for full-time called and installed pastors. If the Transitional Pastor is employed part-time, then it is strongly encouraged that compensation will be guided by the full-time minimums and adjusted according to the percentage of full-time.

**Specific Terms**

Please attach specific terms of compensation. Please use the 2019 Mid-Kentucky Presbytery terms of call worksheet as a guide.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Commission on Ministry, Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Interim Pastor, Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Clerk of Session, Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_