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:

_____________________________________________________________________________ ________________

_____________________________________________________________________________ ________________

• 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:

_____________________________________________________________________________ ________________

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

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

**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