

Interim Pastor Covenant

This covenant between the Session of _____ (Name of Church, Town)
And _____ (Interim Pastor) is for the purpose of providing interim pastoral services.

This relationship shall begin effective _____ until _____ (No more than 12 months) at which time it may be renewed if necessary with the concurrence of Session, Interim Pastor and the Prospect Hill Presbytery's Committee on Ministry.

It is understood that the Interim Pastor is accountable to the presbytery through the Committee on Ministry and will provide written reports about his or her ministry every 12 months and participate with the Committee and the Session in an evaluation of this ministry in 12 months.

It is understood that the Interim Pastor is not eligible to be called as Pastor.

It is agreed that this covenant may be terminated upon 30 days written notice by either the Interim Pastor or by the Session. If terminated by the Session prior to the end of the covenant period, compensation will continue for _____ days after the date of termination of ministry.

Goals for this ministry are to work with the congregation on the five tasks of interim ministry:

- 1) Enable congregation to identify current issues and develop resolutions.
- 2) Lead congregation through a goal setting process to develop a vision for the future.
- 3) Facilitating shifts in lay leadership and changes in congregational power structures
- 4) Rethinking and renewing denominational connections
- 5) Preparing for new pastoral leadership and a new future.

The Interim Pastor will fulfill the following responsibilities:

- ~ Provide spiritual and administrative leadership for the congregation
- ~ Lead worship and administer the sacraments
- ~ Officiate at weddings and funerals
- ~ Provide pastoral care for the congregation and all who seek comfort and guidance through the church
- ~ Serve as moderator of the session.
- ~ Assist boards and committees in their ministry.
- ~ Train newly elected officers and assist in preparing persons for membership.
- ~ Participate in presbytery.

The Interim Pastor will 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.

The compensation for this agreement shall be that in the Terms of Call below:

Salary \$ _____

Housing \$ _____

Pension and Medical Benefits _____

Moving Expenses \$ _____

Auto Allowance \$ _____

Continuing Education & Professional Expenses \$ _____

TOTAL \$ _____

Study Leave _____
(prorated at 2 ½ days per month)

Vacation _____
(prorated at 2 ½ days per month)

_____ **Interim Pastor** **Date** _____

_____ **Clerk of Session** **Date** _____

_____ **Committee on Ministry** **Date** _____

**Presbytery of Prospect Hill
Sexual Misconduct Self Certification**

The following information related to sexual misconduct was mandated by the Sexual Misconduct Policy and Its Procedures adopted by the 203rd General Assembly(1991), and was revised by the 205th General Assembly(1993).

Please check one of the following:

 I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained or is pending* against me for sexual misconduct; and I have never resigned or been terminated from a position for reasons related to sexual misconduct.*

 I am unable to make the above certification. I offer, instead, the following description of the complaint, termination, or the outcome of the situation with explanatory comments.

The information contained in my Personal Information Form on file with Call Referral Services is accurate to the best of my knowledge and may be verified by the calling and employing entity. I hereby authorize the entity to which my Personal Information Form is being sent to inquire concerning any civil or criminal records, or any judicial or proceeding involving me as a defendant, related to sexual misconduct. By means of this release I also authorize any previous employer, and any law enforcement agencies or judicial authorities or ecclesiastical governing bodies to release any and all requested relevant information related to sexual misconduct to the entity to which my Personal Information Form is being sent.

 I have read this certification and release form and fully understand that the information obtained may be used to deny my employment or any other type of position from the employing entity. I also agree that I will hold harmless the employing or judicial authority or any other entity from any and all claims, liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.

Signature _____ Print Name _____ Date _____

- * **Sustained**
 - In a criminal court, "sustained" means that there has been a guilty plea, a guilty verdict or a plea bargain.
 - In a civil court, "sustained" means that there has been a judgement against the defendant.
 - In an ecclesiastical case, "sustained" means that there has been a guilty plea and censure imposed, or finding of guilty with censure imposed, **or an Alternative Form of Resolution Agreement approved by a permanent judicial commission in the Presbyterian Church (USA) or an equivalent body of another church.**
- * **Pending**
 - In a criminal court, "pending" means a criminal charge before a grand jury, in the process of being prosecuted, or in a case which there is not yet a verdict.
 - In a civil court, "pending" means a case in which there has not been a decision or judgement,
 - In an ecclesiastical case, "pending" means an **investigating committee is inquiring into an allegation or charges have been filed but have not been decided by a permanent judicial commission; or an allegation or charges are in an equivalent state or process in a church other than the PC (USA).**

(The following is taken from definitions in the General Assembly Sexual Misconduct Policy and its Procedures, Pg.13)

"Sexual Misconduct is the comprehensive term used in this policy and its procedures to include: 1) Child sexual abuse, as defined above [refers to Policy]; 2) Sexual harassment, as defined above [refers to Policy]; 3) Rape or sexual contact by force, threat, or intimidation; 4) Sexual conduct (such as offensive, obscene or suggestive language or behavior, unacceptable visual contact, unwelcome touching or fondling) that is injurious to the physical or emotional health of another; 5) Sexual Malfeasance defined as sexual conduct within a ministerial (e.g. clergy with a member of the congregation) or professional relationship (e.g. counselor with a client, lay employee with a church member, presbytery executive with a committee member who may be a layperson, a minister, or an elder). Sexual conduct includes unwelcome sexual advances, request for sexual favors, and verbal or physical conduct of a sexual nature. **This definition is not meant to cover relationships between spouses, nor is it meant to restrict church professionals from having normal, social, intimate, or marital relationships;** 6) Sexual Abuse as found in Book of Order D-10.0401b (see Accuser/Victim)

