

Presbytery of Wabash Valley
DESIGNATED PASTOR COVENANT/CONTRACT

This Covenant/Contract between the congregation of _____ Presbyterian Church of _____, IN, the Reverend _____ and the Presbytery of Wabash Valley is for the purpose of providing designated pastoral leadership to the _____ Presbyterian Church for a period of _____ years, beginning _____, 20__ and ending _____.

After _____ (ending period named above), upon the concurrence of the Commission on Ministry, the Designated Pastor and the Session, a congregational meeting may be held to call the Designated Pastor as Pastor. *[If there are circumstances unique to this congregation concerning the role of the Designated Pastor or a potential installation as Pastor following the designated period, please insert them here.]* The Rev _____ will be known as the Designated Pastor of the _____ Presbyterian Church, _____, Indiana until such a congregational meeting occurs. The minister is installed by the presbytery and is a member of the session.

G-2.0504(a): a. Installed Pastoral Relationships

The installed pastoral relationships are pastor, co-pastor, and associate pastor. A teaching elder may be installed in a pastoral relationship for an indefinite period or for a designated term determined by the presbytery in consultation with the congregation and specified in the call...

G-2.0805 Installation Service

When the congregation, the presbytery, and the teaching elder (or candidate) have all concurred in a call to a permanent or designated pastoral position, the presbytery shall complete the call process by organizing and conducting a service of installation. Installation is an act of the presbytery establishing the pastoral relationship. A service of installation occurs in the context of worship. The order for that service of worship in the Directory for Worship (W-4.4000) shall be followed.

DESIGNATED MINISTRY GOALS (name others?)

- Assist the committees and congregation in implementing the vision developed by the Session.
- Work with church members as necessary to begin the implementation of goals established in this process.

ACCOUNTABILITY

- The designated pastor is accountable to the session of the church and to the presbytery through its Commission on Ministry.

MUTUAL EXPECTATIONS (name others?)

- To provide prayer and spiritual support as members of the family of Christ.

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- It is agreed that if the congregation, the session, or the designated pastor experiences any suggestions, interference, or other difficulty with any former pastors of the church (installed or temporary), officers or members of the church, the matter will be dealt with promptly, and will be referred to the session and/or the committee on ministry. The session asks the designated pastor to deny any requests by, or for, any former pastor to conduct any services of worship, including baptisms, weddings, and funerals for any member.

EXPECTATIONS OF THE DESIGNATED PASTOR (revised as needed for part time work)

- To be an active member of the Presbytery of Wabash Valley.
- To work with the session to achieve the agreed upon designated ministry goals.
- To review and report the progress of meeting the designated ministry goals to the COM every six (6) months
- Will serve as Moderator of the Session.
- Will serve as Head of Staff.
- Will coordinate regular preaching and worship leadership responsibilities and special worship responsibilities in consultation with the Session.
- Will officiate at weddings and funerals, and administer the sacraments as agreed with the Session.
- Will do pastoral calling on sick and shut-ins.
- Will work closely with the Session and Deacons in the first six months on their priority listing for pastoral care for active and inactive members. After six months, the Pastor, Session and Deacons will evaluate the process and establish new goals as they find necessary.
- Will work with the Session to assess current ministries of the congregation to establish a vision and direction for revitalization.
- Will work with the Session's standing committees to provide leadership and direction in establishing the vision of the congregation.
- Will work a _____ workweek with monthly report to Session of activities and tasks. It is anticipated that the DP will be in the office _____ and in the community and presbytery _____. This schedule will be reviewed and adjusted as agreed between the DP and the Session
- Will coordinate training for officers and boards.
- Will provide a pastor's article monthly for the newsletter.
- Will establish community relationships and new ministries within the community, if the opportunities arise.

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- Will participate in the regional Presbyterian pastors' Bible study and other collegial relationships.

EXPECTATIONS OF THE SESSION

- To review, and provide feedback and support to the designated pastor's work through any appropriate committee at least every six (6) months.
- To negotiate time away from _____ Church by the designated pastor to fulfill responsibilities in the larger church, attend continuing education events and maintain personal care.
- To work with the designated pastor to achieve the agreed upon designated ministry goals.

EXPECTATIONS OF THE PRESBYTERY

- To provide support and consultative services to the designated pastor through the Commission on Ministry.
- To assist the session and the designated pastor with emerging needs through the resources of the committees of presbytery.
- Will schedule and conduct an annual review of the Designated Pastor relationship in _____ of the first _____ years of this covenant. This review will be held with the Designated Pastor, the Session or its representatives and the COM. A written evaluation of the designated pastorate relationship will be prepared by COM and reviewed with _____ and the Pastor, who both retain the right to add comments or additional written reports. All the reports and comments will be kept in the permanent files of COM.

FINANCIAL AND TIME PROVISIONS

Please attach the "ANNUAL SALARY REPORT/CHANGE OF CALL" for the current year. – Total package of _____, effective date, hours.

ADDITIONAL TERMS:

- Four weeks of vacation, including Sundays
- Two weeks of continuing education, including Sundays. Continuing education time and money are accruable at two weeks per year for a maximum of three years.

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- It is understood that no later than the second annual review hosted by COM, the Session and the Designated Pastor will advise each other of their intentions relative to the continuance or discontinuance of the pastoral relationship. In the event that either party wishes to discontinue the relationship, this notice on or about _____ will facilitate planning for both and is in lieu of any other separation arrangements.

TERMINIATION PROVISIONS

The call approved by the presbytery is renewable anytime during the last six months of the term, and cannot be changed or dissolved except by consent of the presbytery, at the request of the pastor or at the request of the church by _____ action of the congregation, when the presbytery, after consultation with the minister and the congregation finds that the church's mission under the Word imperatively demands it, or when the term specified in the call expires without action having been taken to renew the call.

Vacation and study leave compensation, if accrued, is to be paid in full at time of termination.

SIGNATURES

The session, being satisfied with the Reverend _____ qualifications and trusting that ministry in the Gospel will be to our spiritual benefit, hereby commits our congregation to this Covenant/Contract and invites him/her to accept this installed designated position.

Clerk of Session _____ Date _____

Designated Pastor _____ Date _____

COM Representative _____ Date _____