

**PRESBYTERY OF NORTH CENTRAL IOWA**  
**Covenant for Intentional Interim Ministry**

1. This is a covenant agreement between the Session of \_\_\_\_\_ Presbyterian Church of \_\_\_\_\_, the Presbytery of North Central Iowa, and \_\_\_\_\_  
City, State

\_\_\_\_\_ for the purpose of providing intentional  
Pastor's Full Name  
interim ministry to the church. Service will begin \_\_\_\_\_, and will continue  
Date

until \_\_\_\_\_ or through February 28, 20\_\_\_\_, unless concluded earlier as provided below.

2. The Session, the Interim Pastor, and the Committee on Ministry of the Presbytery of North Central Iowa covenant to work on developmental tasks of the interim period as follows:

- X help the congregation and Session come to terms with history, including understanding and valuing where the congregation has been;
- X help the congregation and Session discover a new identity, congruent with, but not exclusively defined by, the past;
- X facilitate shifts of power, authorizing persons and processes in ways appropriate to this new situation;
- X help the congregation understand denominational relationships as part of the congregation's identity and mission; and
- X help the congregation build commitment to new leadership and to a new future, developing a shared vision and working relationships with each other and with new pastors.

3. During this interim period the Interim Pastor:

- a) \_\_\_\_\_ will/ \_\_\_\_\_ will not request membership in the Presbytery of North Central Iowa.
- b) \_\_\_\_\_ will/ \_\_\_\_\_ will not serve as moderator of the Session.
- c) \_\_\_\_\_ will/ \_\_\_\_\_ will not serve as head of staff.
- d) \_\_\_\_\_ will/ \_\_\_\_\_ will not assist in preparation of the annual Church Statistical Forms.

The interim pastor will continue to develop interim ministry skills which include: listening, conflict management, healing, reconciliation and others as appropriate. The interim pastor will work with the Session to develop goals and objectives and will work with the Pastor Nominating Committee for administrative purposes only.

4. There will be joint review by the Session and the Interim Pastor regarding progress on developmental goals every three months or more often at the request of any one of the parties to the covenant.

During this time of service, the Rev. \_\_\_\_\_ will be accountable to the  
Name of Pastor

session of \_\_\_\_\_ Presbyterian Church and the Presbytery of North Central Iowa.

This covenant may be terminated by the Session or the Presbytery of North Central Iowa on 60 days notice or earlier by mutual agreement. The Interim Pastor may terminate the agreement with 30 days notice and forfeit any payment beyond services provided.

**The terms of support on the other side of this form are an integral part of the covenant.**

Terms of Call Worksheet  
 Presbytery of North Central Iowa  
 Year: 2005

Name: \_\_\_\_\_  
 Position Title: \_\_\_\_\_  
 \_\_\_ Full-time (100%) \_\_\_ Part-time \_\_\_\_\_ %  
 Church: \_\_\_\_\_  
 2003 average worship attendance: \_\_\_\_\_  
 Year of ordination/commissioning: \_\_\_\_\_  
 Number of years ordained/commissioned: \_\_\_\_\_

**A. terms of call**      **B. BOP effective salary\***

<b>SALARY</b>		
1	Cash Salary	
2	Self-Employment Social Security up to 50% (see note 1)	
3	Self-Employment Social Security in excess of 50% (see note 1)	
4	Deferred Compensation [like Employer-paid 403(b)]	
5	Medical Supplement [in addition to BOP]	
6	Other	
7	Subtotal Salary	

<b>HOUSING</b>		
8	Fair Rental Value of Manse	
	BOP Value of Manse (30% of 7B)	
9	Utilities (if living in manse)	
10	Furnishings (if living in manse)	
11	Equity Escrow (if living in manse)	
12	Housing Allowance (8 through 11 won't be applicable)	
13	Subtotal Housing	
14	Subtotal Salary and Housing (7 + 13)	

<b>BOARD OF PENSIONS DUES based on Effective Salary</b>		
15	Retirement @ 11% of <b>14B</b>	
16	Death and Disability @ 1% of <b>14B</b>	
17	Full-time: Major Medical @ 19% of <b>14B</b> or \$5,619.25 whichever is higher	
	Part-time: Major Medical @ 19% of <b>14B</b> or \$5,619.25 times percentage of fulltime whichever is higher	
18	BOP subtotal	

<b>OTHER ALLOWANCES (must be vouchered)</b>		
19	Travel reimbursement	
20	Professional expenses (minimum of \$500)**	
21	Continuing education (minimum of \$1,000)**	
22	Other (please specify)	
23	Other Allowances Subtotal	

24 Two weeks Continuing Education Leave  
 25 Four Weeks Vacation

<b>TOTAL COMPENSATION (7A + 13A + 18 + 23)</b>	
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Note 1: Formula is 7.65% of line 1 plus line 12 OR, if living in manse, 7.65% of lines 8A through 10A

\*BOP for installed Ministers of Word and Sacrament (optional for CLP or temporary pastoral relationships)

\*\*Prorated if part time