

This document is offered as a template for covenant between Interim Clergy, Congregational Leaders, and Judicatory Representatives to clarify their mutual ethical relationship. It may be modified to fit the vernacular of the users. IMN recommends that all three sections be signed.

COVENANT re STANDARDS OF CONDUCT

Recognizing that this time of transition has **five focus points**:

1. Heritage Review how the organization has been shaped and formed.
2. Leadership Recruit, train and equip the organization to meet current needs.
3. Mission Identify the reason why the organization exists now.
4. Connections Discover how the organization relates to the community, locally and globally.
5. Future Direct the energy of the organization with an eye on what's next, including help a religious community find and express a vision that will guide its ministry and aid in discerning the choice of its next leader

Section 1:

As a **Transitional Clergy Leader**, trained by the Interim Ministry Network:

1. I will carry out the duties as delineated in the agreement with the same commitment as one who serves in the position on a more permanent basis.
2. I will reinforce the transitory nature of my position by maintaining my professional credentials and by reporting to those who supervise my work beyond my local setting.
3. I will utilize the training I have received as an interim leader in order to support the change the community of faith wants to make.
4. I will focus on processes, which will assist the congregation to make and own needed changes for its future as a faith community.
5. I will speak well of former leaders and guide the conversations in ways that are honest, open and productive for the life of the faith community.
6. I will resist the temptation to become enmeshed in the faith community I have agreed to serve on a temporary basis.
7. I will not, as an interim leader, be a candidate nor be considered for the settled position.
8. I will recuse myself from the deliberations of the search committee.
9. I will relinquish my rights, duties and responsibilities with the faith community when the transitional work is done. I will speak well of the faith community and its new faith leader.

Transitional Clergy Leader

Date

Section 2:

As a **community of faith** served by a Transitional Clergy Leader trained by the Interim Ministry Network:

1. We will participate in goal setting, experimenting with new ways of being and doing ministry with openness and playfulness.
2. We will be accountable for our progress on those goals with the Transition Team or equivalent, the governing body and our judicatory as appropriate, including written reports and exit interviews.
3. We will show up physically, mentally, emotionally and spiritually to conversations, workshops and worship to discern new pathways.
4. We will continue to improve our communication skills, our ability to hold diverse experiences, backgrounds and ideas in creative tension.
5. We will tell the truth in love about our history, our joys and our challenges.
6. Our governing body will support the directions discerned by the community of faith.
7. We will honour that our Transitional Clergy Leader is not eligible for our future settled position.
8. We will relinquish our demands on the Transitional Clergy Leader when the transitional work is done and the appointment/contract/agreement is complete.
9. We will seek to hold true to our new understandings of ourselves and our place serving our community and world.

Chair of Governing Body on behalf of community of faith.

Date

Section 3:

As the **judicatory body** supporting this time of transition in this community of faith:

1. We will listen to the needs of the community of faith in the development of goals.
2. We will ensure that an appropriately trained, equipped and authorized transitional clergy leader is in place.
3. We will be available for consultation and collaboration for both the community of faith and the transitional clergy leader.
4. We will receive the reports and respond with timeliness.
5. Where we have a place in the process we will follow through with diligence and compassion.
6. We will hold the community of faith and leaders in pray.

Appropriate judicatory member.

Date