

INTERIM MINISTRY COVENANT

This covenant between the (interim's name) and (congregation's name), Illinois is effective beginning Date
Responsibilities and Duties

The Interim Pastor shall:

1. NOT be a candidate for the settled pastor position
2. Intentionally lead the congregation through the congregation's Developmental Tasks:
 - A. Coming to terms with the congregation's history
 - B. Discovering the congregation's new identity
 - C. Managing leadership shifts
 - D. Strengthen denominational links
 - E. Becoming committed to a new future
3. Fulfill the normal duties of a pastor including:
 - A. Lead and preach in the congregation's worship services
 - B. Administer church business and oversee the church staff
 - C. Work with the congregation's governing body and its program committees
 - D. Oversee the preparation of worship bulletin and newsletter
 - E. Visit members who are hospitalized, homebound, and nursing facility residents
 - F. Conduct funerals for members and friends of the congregation
 - G. Officiate at weddings for members and friends of the congregation
 - H. Provide counseling and make appropriate referrals
 - I. Teach membership classes for youths and adults
 - J. Maintain a collegial relationship with the area clergy association
 - K. Provide counsel to the Pastoral Search Committee only when requested and focused only upon the process, not upon potential pastors
 - L. Work with, facilitate and help institute visioning process + ministry plan programming with the Committees and Leaders of the church.
 - M. Help leaders evaluate these visioning process + ministry plan programs to decide whether they should be continued, altered, or replaced with a different program.
 - N. Continue study of Intentional Interim Ministry, and meet with the Interim Ministers' Network.

The congregation shall:

1. Commit to the process of self-study by working through the Developmental Tasks
2. Actively work at starting and supporting visioning process + ministry plan programs that have been developed by the congregation.
3. Seriously consider implementing programs suggested by the Interim Pastor
4. After having started, evaluated and committed to a significant portion of the new goals and programs developed and to be instituted (see #2 above) during the Interim process, actively pursue the calling of a settled pastor
5. Function as the "Body of Christ," making visits to worship guests, members in hospitals nursing facilities, homebound, and inactive members
6. Maintain education, mission, music, and other ministries of the congregation
7. Continue to provide staff support
8. Support the involvement of the Interim Pastor in denominational activities, clergy associations, and Interim Ministers' Support Groups
9. Provide time and resources for professional consultation with specialists, when needed, in order to assist the Interim Pastor in accomplishing the goals of interim ministry

Accountability

The Interim Pastor shall:

1. Be accountable to the _____ (governing body) 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 Interim Pastor in the congregation and community
- Inform the Interim Pastor regularly of the progress the Pastoral Search Committee is making in preparing to call a settled pastor

Compensation

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

11. The congregation shall pay moving expenses as necessary and appropriate.

12. Paid vacation: one week for each 3 months of service, or 2½ days per month served.

NOTE: When an Interim Pastor is serving a great distance from his/her home, negotiation of "family time," in addition to vacation time, is encouraged.

13. One week of Continuing Education time for each 6 months of service.

14. Due to the itinerant nature of interim ministry, if the Interim Pastor does not have a call at the completion of the interim, he/she may wish to negotiate a severance equal to one month's income (numbers 1-5 above).

Renewal and Termination

This covenant is initially in effect for 12 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 thirty-day (30) notice.

Changes in the above covenant may be negotiated between the Interim Pastor and the _____ (i.e. Elders) of the congregation.

Interim Pastor _____
date

Congregational Representative _____
date

Regional Representative _____
date