

# INTERIM MINISTRY COVENANT

This covenant between the (interims name) and (congregations name) , and the Christian Church of Greater Kansas City is effective beginning Date

## Responsibilities and Duties

The Interim Pastor shall:

1. NOT be a candidate for the long-term called 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 an Interim Ministers' Peer Group.

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
- 2. Maintain ministerial standing in his/her denomination

The congregation shall:

- 1. Support the leadership of the Interim Pastor in the congregation and community
- 2. 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).

**Relationship of Interim Minister and Congregation after Concluding the Interim Ministry**

The interim minister will not maintain contact with members of the congregation, offer to perform any pastoral duties (preaching, presiding at weddings, funerals, or baptisms, etc.) or discuss with members issues of a pastoral nature. The

The interim minister agrees to remain absent from all activities of the congregation for a period of a year except when invited by the new minister for a special occasion (installation of the new minister, special church anniversary including all previously serving ministers, etc.) If at any time, the interim minister should become a member of the congregation served, that person agrees in good faith to support the ministry and leadership of the called long-term pastor. (*Interim Minister initials here \_\_\_\_\_*)

**Renewal and Termination**

This covenant is initially in effect for \_\_ 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*