

## Interim Pastor Agreement Presbytery of the Pines

Revised January 19, 2022

This agreement between the Session \_\_\_\_\_ Presbyterian Church of \_\_\_\_\_, \_\_\_\_\_ and the Rev. \_\_\_\_\_ and the Committee on

Ministry of the Presbytery of the Pines is for the purpose of providing pastoral services.

This relationship shall begin effective \_\_\_\_\_ (date) until \_\_\_\_\_ (no more than 12 months) at which time it may be renewed, if necessary, with the concurrence of the Session, Interim Pastor and the Committee on Ministry. The Interim Pastor position will be \_\_\_\_\_ time (full time or %).

It is understood that the Interim Pastor is accountable to the Presbytery through the Committee on Ministry and will provide written reports about his or her ministry every three (3) months and participate with this Committee and the Session in an evaluation of this ministry in six (6) months.

It is understood that the Interim Pastor is not ordinarily eligible to be called as Pastor. (G-2.0504b)

It is agreed that this covenant may be terminated upon (30-60-90) days written notice by either the Interim Pastor or by the Session. If terminated by the Session prior to the end of the covenant period, compensation will continue for \_\_\_\_\_ days after the date of termination of ministry or until the Interim Pastor finds other employment, whichever is first.

Goals for this ministry are to work with the congregation on the five "developmental tasks" of interim ministry:

1. Understanding its history, including its relationship with previous pastors.
2. Discovering its identity and articulating its vision of the future.
3. Facilitating shifts in lay leadership and changes in congregational power structures.
4. Reflecting on and renewing its relationships with the larger Church.
5. Preparing for new pastoral leadership and new forms of ministry.

The Interim Pastor will fulfill the following responsibilities:

- a. Provide spiritual and administrative leadership for the congregation.
- b. Lead worship and administer the sacraments.
- c. Officiate at weddings and funerals.
- d. Provide pastoral care for the congregation and for all who seek comfort and guidance through the church.
- e. Serve as moderator of the Session.
- f. Serve as head of staff.
- g. Assist boards and committees in their ministry.
- h. Train newly elected officers and assist in preparing persons for membership.
- i. Participate in Presbytery.
- j. Assist with the realization of a congregational mission study.

k. Attend all meetings of the Presbytery of the Pines.

The Interim Pastor will not be involved in the work of the Pastor Nominating Committee beyond providing opportunities for them to communicate with the Session and congregation about their progress.

An appropriate salary will be negotiated based on the skills and experience of the interim pastor, salary guidelines of the Presbytery, and the requirements of the position.

The compensation for this agreement shall be as follows:

Salary \$ \_\_\_\_\_  
Housing \$ \_\_\_\_\_  
Pension and Medial Benefits \$ \_\_\_\_\_  
Moving Expenses \$ \_\_\_\_\_  
Vacation \_\_\_\_\_  
Continuing Education \$ \_\_\_\_\_ (reimbursed as used)  
And \_\_\_\_\_ week(s) every \_\_\_\_\_ months.

Reimbursement of Ministry Expenses including:

Automobile \_\_\_\_\_ cents per mile (reimbursed as used)

Other \_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Print Name of Interim

\_\_\_\_\_  
Print Name Clerk of Session

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Interim Pastor

\_\_\_\_\_  
Signature of Clerk of Session

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Moderator of Committee on the Ministry

\_\_\_\_\_  
Date