

Covenant with an Interim Pastor

Presbytery of Lake Michigan

This covenant is established between the following three parties for the purpose of providing interim pastoral services.

The Session of _____ of _____, Michigan;

The Rev. _____ as the Interim Pastor; and

The Presbytery of Lake Michigan through its Commission on Ministry.

The relationship shall begin effective _____ 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 Commission on Ministry.

Roles & Responsibilities

The Interim Pastor will work with the congregation on the “developmental tasks” of interim ministry:

1. Coming to terms with history
2. Discovering a new congregational identity
3. Facilitating shifts in lay leadership and changes in congregational power structures
4. Rethinking and renewing denominational linkages
5. Preparing for new pastoral leadership and a new future.

The Interim pastor will fulfill the following responsibilities:

1. Provide spiritual and administrative leadership for the congregation
2. Serve as Moderator of Session
3. Lead worship and administer the sacraments
4. Officiate at weddings and funerals
5. Provide pastoral care for the congregation and for all who seek comfort and guidance through the church.
6. Serve as head of staff.
7. Assist boards and committees in their ministry.
8. Train newly elected officers and assist in preparing persons for membership
9. Participate in the presbytery.
10. Assist in the conduct of a congregational self-study

The Interim Pastor will not be involved in the work of the Pastor Nominating Committee beyond process questions and providing opportunities for them to communicate with the

session and the congregation about their progress. The Session and the Interim Pastor understand and agree that the Interim Pastor is not eligible to be called as the next Installed Pastor.

It is understood that the Interim Pastor is accountable to the presbytery through the Commission on Ministry (COM) and will provide written reports to the COM about their ministry every 3 months.

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.

Compensation and Benefits

This is a _____ (full or part) time position. It is expected that the duties and responsibilities will take an average of _____ hours per week [note full-time is 40 hours].

The compensation for this agreement shall be that in TERMS OF CALL below.

Cash Salary

Housing

Pension and Medical Benefits

Mileage

Professional Development

Books and other professional expenses

Moving costs and expenses – Full

Thirty (30) days of paid vacation, to include (4) Sundays

Fourteen (14) days of professional development time, to include two (2) Sundays and is cumulative for three (3) years.

Follow PLM Policy of Family and Medical Leave

Signatures

Clerk of Session

Date of Session Action

Interim Pastor

Date

Commission on Ministry Moderator

Date

Stated Clerk

Date