

Interim Ministry - Sample Covenant (full or part-time according to salary guidelines)

In the name of the Father, and of the Son, and of the Holy Spirit, Amen.

Mindful of the apostolic admonition that all things be done decently and in good order, and in accordance with the practice of the Lutheran Church to provide qualified persons of good report and in whom the fruits of the Spirit are manifest, the Evangelical Lutheran Church in America recognized the office of the ministry established by our Lord and seeks through it to give the spiritual leadership and pastoral care necessary for the establishment, growth, development, and welfare of Christ's holy church.

Accordingly, the following are arrangements for the Rev. \_\_\_\_\_ to serve \_\_\_\_\_ Lutheran Church, \_\_\_\_\_, Illinois as pastor during the interim between called pastors beginning on the date of \_\_\_\_\_.

Together we will:

- Examine the history of the congregation and work through the transition emotions that usually follow the departure of a pastor;
- Review the mission of the congregation and develop a vision for the interim period and leadership to complete the vision;
- Seek to confirm, identify, and act upon the current issues facing the congregation and develop ways of dealing with them;
- Examine the congregation's linkage with conference, synod, churchwide units, and the resources that may be available for our ministry;
- Prepare for the arrival of the new pastor;
- Subscribe to the constitution and bylaws of the ELCA and to the constitution and bylaws of the congregation; and
- During the interim, agree to address the congregational concerns including, but not limited to the following:

The pastor serving during the interim will:

- Preach and teach the Word of God. If the pastor has need to be away during any Sunday, it will be his/her responsibility to arrange for pulpit supply;
- Preside at worship services and administer the sacraments according to the practices of the Lutheran Church;
- See that the members' needs for pastoral care are met through either pastoral or lay ministry;
- Give pastoral leadership to council, committees, organizations and activities of the congregation;
- Be responsible for the recording of baptism, confirmations, marriages, funerals, attendance at Holy Communion, maintain the membership roster, and report the statistics to the parish promptly as requested by the ELCA;
- Be responsible for the supervision and evaluation of staff; and
- Provide pastoral leadership to the Call Committee in the given developmental tasks but not be involved in the congregation's call process except when the synod bishop requests such participation.

The congregation will:

- Be committed to the Gospel by faithful participation in worship, learning, stewardship, evangelism, and fellowship activities;

- Receive the pastor as our pastor during the interim, uphold him/her in prayer, and accord him/her love, respect, and goodwill;
- Look to him/her to provide pastoral leadership for the congregation, preside at baptisms, celebrations of Holy Communion, and rites of the Church;
- Work with him/her in addressing congregational issues identified in the Congregational Ministry Overview;
- Agree not to consider the pastor during the interim for regular call to this congregation;
- Provide for review of this covenant and evaluation of the interim ministry after three months, six months, one year, and upon completion;
- Provide compensation as follows:
  - The congregation will pay a total annualized compensation package (salary and benefits) following synod salary guidelines. The compensation package should be inclusive of all normal elements; salary; housing, ELCA pension (which includes health insurance and disability), car allowance, compensation in lieu of FICA, continuing education, vacation, and appropriate out-of-pocket expenses.
  - Vacation will not be less than 4 weeks per year - one week per quarter. Time away will be determined by mutual agreement between the council and the pastor;
  - The congregation will support the pastor's participation in continuing education with designated funds and a maximum of two weeks per year of paid continuing education leave;
  - Two weeks paid sick leave as needed.
- The congregation is committed to continue its endeavor to work toward the call of a permanent pastor in cooperation with the synod staff.

Not available for call

Interim Pastor agrees not to be a candidate for regular call in this congregation.

Termination

This covenant shall automatically terminate when a regularly called pastor assumes office. This covenant may also be terminated upon thirty (30) days written notice by either the congregation or the pastor.

Signed:

President of Congregation	Date	Pastor during the interim	Date
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