

## SAMPLE INTERIM PASTOR AGREEMENT

\_\_\_\_\_ Church and Rev. \_\_\_\_\_

The call to the Rev. \_\_\_\_\_ from the \_\_\_\_\_

Baptist Church is to serve as the Interim Pastor beginning \_\_\_\_\_

During the period covered by this covenant, as Interim Pastor, Rev. \_\_\_\_\_

agrees to the following responsibilities:

1. To serve as ex officio interim pastor on the Boards and Committees listed here
2. To provide for worship and pastoral leadership for the congregation
3. To lead the congregation to reach out into the community and perform its ministry of healing and reconciliation
4. To assist the Church in working toward priority goals and to motivate members to work actively in the life of the church in all its aspects; including the five developmental tasks of the interim churches
5. To call on perspective new members and inactive members in order to build the strength of the congregation
6. To help the congregation provide a smooth transition from the period of no pastor to the call of a new installed pastor to the field

The Interim Pastor and leading board or committee agree to work together to achieve the above responsibilities. The Interim Pastor further agrees to work with the congregation \_\_\_\_\_ days a week or a minimum of \_\_\_\_\_ hours a week in order to provide pastoral care and provide pastoral leadership as follows:

1. Lead services of worship, including the celebration of Communion and Baptism
2. Call on sick and shut-in members and provide Communion with these persons as the custom is in this congregation
3. Officiate at weddings and funerals
4. Provide leadership for the various committees of the Church as time may be contracted for
5. Perform administrative duties, work with other church staff to provide a unified, harmonious program, and assist in congregational communication (bulletin, newsletter, correspondence, minutes, and personal contacts)
6. Provide pastoral counseling as needed
7. Be available as a resource person for the other organizations of the church - men/women/Sunday school/ etc.

The Church agrees to support the Interim Pastor by:

1. Working faithfully alongside Rev. \_\_\_\_\_
2. Continuing to do their work through committees and other assignments and to keep Rev. \_\_\_\_\_ informed of their work;
3. Praying alongside of and for the Interim Pastor
4. Providing compensation as follows:

Cash Salary	_____
Reimbursement for Housing & Utilities:	_____
Reimbursement for Automobile:	_____
16 % Pension calculated on Cash Salary, Housing & Utilities:	_____
Medical Premium:	_____
Continuing Educations and funds for the same:	_____
One full week of vacation for each 3 months of service:	_____
Total	_____

Pay period will be: (weekly, bi-weekly, monthly)

ADDITIONAL AGREEMENTS:

1. Both parties agree to cooperate with the Regional Office of the American Baptist Churches.
2. This covenant is established for \_\_\_\_\_ and quarterly thereafter
3. Either party may terminate the agreement upon 60 days' written notice. In the event of termination on a date within a calendar month, the fractional portion of the compensation to and including the termination date shall be paid.
4. It is understood by all parties that Rev. \_\_\_\_\_ is not a candidate for the permanent pastoral position of this church.

Agreed to and accepted by the \_\_\_\_\_ Church and the Rev. \_\_\_\_\_ this day of \_\_\_\_\_

\_\_\_\_\_  
Board Chair

\_\_\_\_\_  
Interim Pastor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signed

Copies: Interim Pastor  
Church/Board  
Region Staff