

**INTENTIONAL INTERIM PASTOR AGREEMENT (SAMPLE) –
Modify as needed to suit your specific needs.**

The following agreement between _____ Church
Of [_____] CITY] _____ [ST] and _____ [Pastor]
is for the purpose of providing interim pastoral services.

PURPOSE :

We believe that congregations can be creative and vital during the period between permanent pastors.

We covenant to work together to assist persons and the corporate membership to discover and fulfill tasks of mission and ministry in their lives, their community and the world.

We believe that congregations have specific and varied needs during the period between permanent pastors.

We covenant to work together to discover those needs, enable individuals to recognize and resolve their feelings, learn to cope with differences and conflicts, complete to satisfaction unfinished agenda that may block effective corporate and mutual ministries.

We believe that congregation and individuals are dependent upon God's grace for reconciliation and renewal of spirit

We covenant together to be intentionally open to the Holy Spirit in the processes of interdependent searching for direction and clarity of purpose as a congregation seeking renewal in an intentional interim ministry.

COVENANT PRINCIPLES OF MUTUALITY:

A. The Intentional Interim Pastor

- Will not be considered a candidate for the position to be filled.
- Will normally serve as interim pastor until the congregation has a permanent pastor.
- Will provide normal pastoral and administrative leadership during the interim period.
- Will provide special leadership for helping congregation deal with grief and conflict matters and projection of congregational goal.

B. The Church Board

- Will give direction to interim period and support to interim minister.
- Will be expected to work together to resolve unfinished agenda and to establish goals for ministries and missions.

- Will not pursue search process until the board in consultation with the interim minister and the consultant (if applicable) have together determined the congregation is ready by virtue of having completed essential tasks.

C. The External Consultant/Coach (if applicable – in some cases this support may come from a denominational office or executive.)

- Will provide a consultant/coach to work with the board during the intentional interim minister period.
- Will provide a variety of consultative services to be used as requested by the board or the interim pastor.
- Will provide appropriate resources for use by the congregation and the interim minister.
- Will provide continuing consultative help to the congregation when the search process is begun.

UNDERSTANDING:

1. The period of time will be ____ months beginning _____. Extensions to this period would be in three-month increments as agreed upon by all parties. Any changes in this period of service (termination or extension) is subject to review and approval by the Church Board.

The ministry is considered full time/part time. Work units including worship preparation and leadership to average ____ days per week (____ blocks of time - a block defined as a morning, afternoon, or evening).

This agreement; the specific needs of the congregation; the duties, responsibilities, time use of the Interim Pastor; and the terms of compensation and benefits; will be reviewed every three/six months by the Church Board, and the Interim Pastor.

This contract may be terminated by either the church or the interim pastor at any time without cause.

TERMS OF COMPENSATION AND OTHER BENEFITS : (usually determined on basis of compensation of former minister)

Salary - \$_____ annually \$_____ monthly
(any social security payment is included in salary)

Housing Allowance - \$_____

Retirement \$_____

Major Medical, Dental, Long-Term Disability and Group Life Insurance premiums

Car Allowance - \$_____ monthly or _____ per mile

Telephone except for personal long distance calls

Continuing Education \$_____ (1/52nd of salary)

Housing in parsonage or other accommodations

Vacation time to be one week, including Sundays, per quarter, which may be accumulated up to four weeks annually.

Continuing Education to be one week, including Sunday, each 6 months.

Date: _____

Interim Pastor

Church Board Chairman