



COVENANT FOR INTENTIONAL INTERIM PASTORAL SERVICE

_____ United Church of Christ of _____
extends to _____ a contract to serve as
Intentional Interim Pastor effective _____.

It is understood between the parties entering into this contract that the Intentional Interim Pastor:

- Shall be responsible for all the regular and special services of worship (including funerals and weddings);
- Will provide counseling and pastoral care in crisis situations;
- Shall be pastor, teacher and administrator, working in relationship with other staff persons, officers, boards, committees, and members of the church;
- Will coordinate the ongoing life and ministry of the church, insofar as time schedule permit with freedom of choice and counsel, but shall be without vote in relationship with the church's boards and committees;
- Will provide for visitation with shut-ins and members who are hospitalized;
- Will work in partnership with the congregation on the "Five Developmental Tasks of Interim Ministry":
 - a. Coming to terms with the church's history
 - b. Discovering a new identity
 - c. Allowing needed leadership changes
 - d. Renewing denominational linkages
 - e. Committing to new directions
- Shall participate with representatives of the congregation in Conference meetings and activities.
- Other (please detail)

Relationships:

- **The Intentional Interim Pastor is not eligible for a call to the vacancy that he/she is filling on an interim basis. The undersigned agree to this condition.**
- The Intentional Interim Pastor will be responsible to the governing Board of the congregation and will work under its guidance and direction.
- Monthly reports on use of time and travel will be made to the governing board.
- The Intentional Interim Pastor will confer with the Conference Office on matters affecting the ongoing life and ministry of the congregation, and will be accountable to the Conference Church and Ministry Team in the same manner that any regularly called pastor would be.

- The Intentional Interim Pastor will confer with the newly called pastor to arrange for a smooth transition. Once the new pastor arrives, the Intentional Interim Pastor will no longer provide any pastoral services to the members of the congregation.
- It is further agreed that the Intentional Interim Pastor will not meet with the Pastoral Search Committee, becoming involved in the search process or assisting in the selection of a pastoral candidate, unless specifically asked to meet with the committee by the Conference staff member assisting the Pastoral Search Committee.

It is mutually accepted by the parties of this agreement that:

1. a) The Intentional Interim Pastor will be called for full-time service based normally on a 50 hour work week with a minimum of one day off per week.
or
b) The Intentional Interim Pastor will be called to serve ____ hours per week.
2. Remuneration to the Intentional Interim Pastor shall be as follows:
Salary (annually) \$_____ (monthly) \$_____.
Housing allowance (annually) \$_____ (monthly) \$_____.
and/or
Use of parsonage with utilities paid by the church.
(If the Intentional Interim Pastor's "home base" is at a distance from the local church that is too great to make commuting daily practical and if the local church does not have a parsonage available, other on-site housing for the Pastor will be provided by the church and mutually agreed upon by the church and the Pastor.)
3. Social Security (employer's share):
The church will pay the Intentional Interim Pastor an amount equal to the normal employer's share of social security, which is 7.65% of salary and housing.
4. The following fringe benefits will be paid directly by the church:
Annuity (14% of salary and housing)
Groups Health and dental insurance (Family plan if applicable)
Life Insurance/Disability Income Insurance (1% of salary and housing)
5. The following reimbursements for professional expenses incurred by the Interim Pastor shall be made monthly:
Travel mileage at the IRS allowable rate of _____ cents per mile.
Long distance telephone calls made in the course of conducting the church's ministry.
Expenses incurred in attending meetings/conferences/continuing education workshops which relate to the performance of this ministry (not to exceed \$_____ annually).

6. The Interim Pastor shall be granted a paid vacation of one week for each three months of service at the church.
7. If this agreement remains in force when a “settled” pastor is called, this interim ministry shall be brought to a close at a mutually agreed upon date that is not later than when the newly called pastor begins serving.
8. The initial term of service of the Interim Pastor will be for _____ but the period of time can be extended by mutual agreement.
9. The agreement can be terminated by either party with 30 days written notice. Upon termination of this covenant by the local church for any reason (other than “cause”), the Intentional Interim Pastor shall be granted a termination allowance of two weeks salary and housing. In addition there will be a continuation of fringe benefits (annuity, health/ dental insurance, Family Protection Plan) through the end of the current quarter or until these benefits are picked up by a new church, whichever comes first, and not to exceed 30 days.
10. This agreement shall be reviewed after a three-month period by the Interim Pastor and the governing board of the church.

Interim Pastor

Date

Church Official on behalf of the
Church Council/Board/Consistory

Date

Conference Minister or Associate Conference Minister

Date