

**THE PRESBYTERY OF CENTRAL NEBRASKA
INTERIM PASTOR COVENANT**

BETWEEN

_____ and _____
(church) (minister)

I. Length of relationship

With the concurrence of the Committee on Ministry employment begins on ____/____/____ and ends on ____/____/____. The terms of the covenant with the concurrence of the Committee on Ministry may be extended if mutually agreeable to both parties. The term of the covenant will not exceed twelve months at a time.

II. Interim pastor's responsibilities

By mutual agreement between the interim pastor and the session with the concurrence of the Committee on Ministry the interim pastor will assume the following responsibilities:

- A. Worship preparation and leadership _____%time
- B. Pastoral care and visitation _____%time
- C. Developmental Needs of Congregation _____%time
- D. Administration _____%time
- E. Education Ministry _____%time
- F. Special Ministries _____%time
(identify)

III. Session's responsibilities

A. Compensation: The compensation of an Interim Pastor is a matter of agreement among the session, the Interim Pastor, and the presbytery's Committee on Ministry. A full-time Interim Pastor should be paid what his/her predecessor was paid. Compensation for a less-than-full-time position should be prorated. Medical/pension dues are paid by the church. Should there be a move to the field involved, the church should pay moving expenses in full. The session agrees to the following terms:

- Cash Salary (annual) \$ _____
- Manse or Housing (annual) \$ _____
- Travel (vouchered) \$ _____

Pension/Medical Benefits \$ _____

Continuing Education \$ _____

Other (identify) \$ _____

Study leave should be granted at one week per six months with emphasis on attending Interim Ministry seminars if not previously attended.

Vacation should be granted at one week per quarter of service cumulative for one year.

B. Prayer: Session members agree to pray for the Interim Pastor regularly and to encourage the congregation to do likewise.

C. The session shall continue to fulfill all duties assigned it by the Book of Order.

D. The session shall work toward: 1) coming to terms with the history of the congregation; 2) discovering a new identity for the congregation; 3) re-thinking denominational ties; 4) facilitating shifts of power in the congregation; and 5) committing to new leadership and future.

IV. Review, amendment and cancellation

By mutual agreement, this contract may be extended beyond the dates described after a review by the session, or its personnel committee, the Committee on Ministry liaison and the Interim Pastor. A new covenant is to be approved by the Committee on Ministry.

Either party to this covenant promises to provide the other at least 30 days written notice of dissolution of the relationship. The approval of a call to a candidate to be installed by the presbytery shall also constitute written notice. In the event of cancellation by the session, the session agrees to pay salary and pension and medical dues until the Interim Pastor commences another call, or for 60 days, whichever comes first.

In the event of termination of this covenant by either party the unpaid balance of this contract shall not be paid or owed by the church except as stipulated above.

V. Search and Call of a Pastor

The parties to this covenant acknowledge that the Interim Pastor is not a candidate for the position of Pastor and the Congregation through its Pastor Nominating Committee assumes complete responsibility for the search for and calling of a Pastor. The Interim Pastor may, upon request, provide counsel to the process for the Pastor Nominating Committee, but shall not recommend persons for consideration or make an evaluation of candidates. The Interim Pastor may upon request be a mission study consultant and serve as a consultant in preparation of the Church Information Form. The Interim Pastor will make arrangements with the Pastor Nominating Committee chairperson to report to the session and congregation.

VI. Signatures

Interim Pastor (signature) _____ date _____

Clerk of Session (signature) _____ date _____

COM chairperson (signature) _____ date _____