

INTENTIONAL INTERIM MINISTRY COVENANT

Between:

_____ Lutheran Church of _____,
Pastor _____, &
**The People of The East Central Synod of Wisconsin of
The Evangelical Lutheran Church in America**

During this time of transition, we seek to prepare ourselves for the mission God has given to us for the years ahead. Our Intentional Interim Pastor shall have the same rights and responsibilities as a regularly called Pastor. In cooperation with our leaders, our Intentional Interim Pastor will help us establish and communicate goals for mission that will support and guide our call process.

We understand that our Intentional Interim Pastor is not available for the call we will extend sometime in the future. We understand that this covenant may be ended with 30 days notice from any of the parties involved. In most situations we will seek to have understanding and agreement between all parties before this covenant is changed in any way.

We, the undersigned, hereby commit ourselves to this covenant and pledge our support and our prayers for this important ministry.

For the People of _____ Lutheran Church of _____:

_____ President of the Congregation

_____ Secretary of the Congregation

For the People of The East Central Synod of Wisconsin:

_____ Bishop

_____ Intentional Interim Pastor

Dated (Updated) _____

INTENTIONAL INTERIM MINISTRY COVENANT

Page 2

TERM OF SERVICE

This covenant will be for the agreed term starting _____.

We understand that this covenant will extend for an agreed upon period of no less than six months unless agreed upon by all parties listed above.

We understand that at the end of the fifth month all parties will renegotiate ministry extensions and observe the terms involved that are in the best interests of our mission in Jesus' name.

We understand that all vacation time, continuing education time and other benefits will be utilized during the active service of the Intentional Interim Pastor. Extension of benefits beyond the agreed upon time of service may be offered if agreed upon by all parties involved.

We understand that there will be a time period (usually 2-4 weeks) near the end of the Intentional Interim Ministry Covenant when the Intentional Interim shall allow space between his/her service and the beginning service of the long-term pastor called by the congregation. On behalf of the congregation, the Congregational President and The Intentional Interim will ensure pastoral coverage for that brief time of transition.

Although Interim appointments normally are concluded with the acceptance of a call by a pastoral candidate, circumstances of need within the Synod may result in the re-assignment of the Intentional Interim Pastor prior to the arrival of the new Pastor in residence. Should such a re-assignment be necessary, agreement will be sought by all parties so that continuing pastoral care of the congregation is sustained.

DUTIES AND EXPECTATIONS OF THE INTENTIONAL INTERIM PASTOR

Page 3

We understand our Intentional Interim Pastor, representing the Office of Bishop, is called to preach, teach and administer the sacraments. Along with our leaders, our Intentional Interim Pastor will support and sustain our ministries and the connections our congregation has with our community, The East Central Synod of Wisconsin (ECSW), the Evangelical Lutheran Church in America (ELCA) and our global church.

Our Intentional Interim Pastor will lead us in reviewing our mission and help us to address the question: “*What is God calling you to do*” as we evaluate and shape our congregation and our plans for future ministries in Jesus’ name.

We understand that the following items will be specific items of focus for Pastor _____ as he ministers with us:

- A) Evaluate and Recommend options for strengthening our stewardship of all that God has given us; ourselves, our time and our possessions.
- B) Evaluate and strengthen leadership gifts within the congregation.
- C) Evaluate and strengthen our ties to our partners in mission throughout The East Central Synod of Wisconsin, The Evangelical Lutheran Church in America and the world.
- D)
- E)
- F)
- G)

We pledge ourselves to the outlined emphases listed above. As leaders of our congregation, we pledge our prayers, personal support and esteem to Pastor _____ as we focus on these ministries together in Christ.

We understand that these emphases may need to shift or change to best meet the ministry needs of _____ Lutheran Church. We understand that we have the freedom to renegotiate this covenant with the consent of all parties at any time.

Our Intentional Interim Pastor will lead us in reviewing our stewardship patterns and seek to strengthen our commitment to offer ourselves, our time and our possessions with generous and grateful hearts.

Our Intentional Interim Pastor will lead us through the Call Process but shall refrain from exerting undue influence in the calling of a new Pastor.

REMUNERATION FOR THE INTERIM

Page 4

We promise to:

1. Pay you a salary of \$ _____ per _____
2. Provided for housing as follows:
 - a. A residence free of charge, utilities paid, OR
 - b. A housing allowance of \$ _____ per _____ OR
 - c. Other _____ FICA: \$ _____ per year.
3. Contribute to the pension and benefits plan according to the regulations of the ELCA (if more than 15 hours per week and if the pastor is not retired).

Pension (10% minimum)	\$ _____
Disability & Admin	\$ _____
Medical & Dental	\$ _____

_____ Member only _____ Member & Spouse _____ Family
4. Grant one week vacation for each 13 weeks of interim service, not to exceed four weeks per year.
5. Grant continuing education leave at the rate of one day per month toward study expenses (pro rated) \$ _____ per _____
6. Theological Conference \$ _____ per _____.
7. Book Allowance \$ _____ per _____.
8. Travel Reimbursement you at the rate of \$ _____ per mile or \$ _____ per year.
9. Reimburse commuting expenses: \$ _____ per month.

INTENTIONAL INTERIM MINISTRY COVENANT

Page 5

Expectations of Congregational Lay Leaders

We believe that our mission is guided by worship of our awesome God and the power of God's Holy Spirit in Jesus Christ, our Risen Savior.

We pledge that we will be regularly involved in worship, study, service and prayer. We pledge that we will model hospitality, patience and partnership with one another.

We will seek to follow the wisdom of our Lord as outlined in Matthew 18:15-17 if we find ourselves in disagreement with one another. Jesus' advice is simple:

- +If we are in disagreement with a person we should talk with that person in private about the concern.
- +If we cannot resolve the matter there, two or three others can help us talk through our concerns and encourage us to reconciliation.
- +If we cannot resolve our disagreement in this way we will agree to allow our Church Council to resolve the matter with the goal of peace and reconciliation at the forefront of all we do.

We will review our goals and our ministries monthly and communicate regularly with our Interim Pastor and The Office of The Bishop.

Expectations of The Office of The Bishop

The Bishop or The Associate With the Bishop will remain in regular contact with the President of the Congregation and the Interim Pastor and respond to their reports.

The Bishop or The Associate With the Bishop will support and guide the Call Process and encourage open conversations between all parties along the way.

The Bishop or The Associate With the Bishop will encourage and support training, continuing education opportunities and the development of spiritual gifts for the Interim Pastor and Lay Leaders alike.

The Bishop or The Associate With the Bishop will seek to strengthen or develop a Mutual Ministry teams that will be in place shortly after the long term Pastor begins her/his ministry in the congregation.