

SAMPLE INTERIM PASTOR CONTRACT
Presbytery of Winnebago

This agreement between the Session of _____ Presbyterian Church of _____, and the Reverend _____, is for the purpose of providing Interim Pastoral Services. The initial contract is for one year and may be renewable with the concurrence of the Interim Pastor, Session and the committee on Ministry.

ACCOUNTABILITY: The Interim Pastor is accountable to the Presbytery of Winnebago through the Committee on Ministry.

EXPECTATIONS OF THE INTERIM PASTOR:

1. Will become a member of the Presbytery of Winnebago.
2. Will serve as moderator of Session.
3. Will/will not assist in the self-study/mission study.
4. Will/will not assist in the preparation of the Church Information Form.
5. Will have no direct relationship with the Pastor Nominating Committee, except to request adequate reporting to Session and Congregation.
6. Will not be a candidate for the called pastoral position of this church.
7. Will fulfill the responsibilities of Interim Pastor as set forth in the Position Description which is attached hereto and incorporated by reference.
8. With the Session, will develop goals and strategies for the interim period.
9. Specialized interim leadership tasks:
 - A. Coming to Terms with History - Help Congregation examine their past history and work through the grief/relief process which usually follows the loss of a minister.
 - B. Discover A New Identity - Enable the Congregation to identify current issues they face and develop ways of resolving them and develop a clear sense of who they are and what God is calling them to be and do.
 - C. Shifts of Power - Guide old and new congregational leadership examining their personal commitments and ministries, both individually and collectively.
 - D. Rethinking Denominational Linkages - Assist the Session/Congregation in discovering the resources available through Presbytery, Synod and General

Assembly.

- E. Commitment to New Leadership and to a New Future - Prepare the Congregation for committing itself to a covenant relationship with their “called” pastor.
- F. Continue to develop and expand interim ministry skills.
- G. Participate in existing Interim Ministry Support Groups and/or develop a personal support system.

EXPECTATIONS OF THE SESSION:

- 1. Will provide support and cooperation in working with the Interim Pastor and the Presbytery to resolve unfinished agendas and to establish goals for present ministry of the Church.
- 2. Will review the Interim Pastor’s work through the Personnel Committee at six month intervals.
- 3. Will negotiate time away from the Church as needed by the Interim Pastor to fulfill responsibilities to the larger Church.

EXPECTATIONS OF PRESBYTERY:

- 1. Will provide support and consultation to the Interim Pastor through the Committee on Ministry.
- 2. Will provide consultation to the Congregation to assist in the self-study and search process.
- 3. Will assist the Session and Interim Pastor with the emerging needs through the resources of the committees of Presbytery.

MUTUAL EXPECTATIONS:

- 1. Provide prayer and spiritual support as members of the family of Christ.
- 2. To work within the accepted general framework of interim intentions and goals as set forth in denominational and other resources.

