

INTERIM PASTOR CONTRACT

This contract is for the purpose of providing Interim Pastoral services to the _____ Church and is an agreement among:

- 1) The Session of the _____ Church.
- 2) The Rev. _____ and
- 3) The Presbytery of Long Island.

TERM

The term of this contract will be for a period of one year, beginning _____. It may be extended by mutual agreement of all parties for periods not to exceed one year at a time.

TITLE

The Rev. _____ will be the Interim Pastor of the _____ Church.

ACCOUNTABILITY

The Interim Pastor is accountable to the Presbytery through the Committee on Ministry and to the Session through the _____ committee.

GOALS OF THE INTERIM MINISTRY

The typical goals of interim ministry are:

- 1) Maintenance of a healthy congregational life
- 2) Continuity of leadership
- 3) Completion of the following developmental tasks:
 - Helping the congregation come to terms with its history
 - Discovering and affirming congregational identity
 - Coping with shifts in leadership and power among members
 - Strengthening the partnership with the Presbytery and with other congregations
 - Building a commitment to a new future and a new pastor
- 4) Development of special short-range goals
- 5) Assessment of the congregation's need and ability to call an installed pastor

EXPECTATIONS OF THE INTERIM PASTOR

- 1) Will/will not become a member of the Presbytery of Long Island and will remain a member in good standing.
- 2) Will/will not serve as Moderator of the Session.
- 3) Will fulfill the specific responsibilities outlined in the attached Position Description (Attachment A).
- 4) Will serve the church full/part time of approximately _____ hours/week.

EXPECTATIONS OF THE SESSION

- 1) Will provide collegial support and consultation in working with the Interim Pastor and the Presbytery.
- 2) Will review the Interim Pastor's work through the appropriate committee at least annually.
- 3) Will provide reasonable time away as needed to allow the Interim Pastor to fulfill responsibilities in the larger church.
- 4) Will review this contract with the Interim Pastor for changes in both the position description and the terms and for renewal by _____
(date at least 60 days prior to the end of the contract).
- 5) Will provide compensation to the Pastor as described in Attachment B (Form D.02.01 or D.02.02).

EXPECTATIONS OF THE PRESBYTERY

- 1) Will provide support and consultative services to the Interim Pastor through the Committee on Ministry.
- 2) Will assist the Session and the Interim Pastor with emerging needs through the committees, task forces, and work groups of the Presbytery.

MUTUAL EXPECTATIONS

Will provide spiritual support to one another as members of the family of Christ.

TERMINATION

- 1) This agreement may be terminated by the Session with 60 days' written notice to the Interim Pastor and to the Chair of the Committee On Ministry. Failure by the Session to vote to extend the contract or to give notice of non-renewal prior to 60 days before its expiration shall be considered notice of termination on the final date of the contract.
- 2) If the Session votes to terminate the contract, the minimum term of service for which the church shall be financially responsible is six months.
- 3) The contract may be terminated by the Interim Pastor with 60 days' written notice to the Session and to the Chair of the Committee On Ministry.
- 4) Compensation for vacation time, if accrued, is to be paid in full at time of termination.
- 5) Should the Pastor retire at the termination of this contract, all compensation shall cease on the date of the termination.
- 6) This contract shall not be terminated by either party for reasons other than the expiration of the term of the contract without the advance approval of the Committee on Ministry.

OTHER UNDERSTANDINGS

- 1) The Interim Pastor agrees that he/she will not be a candidate for the position served as an Interim. It is the Interim Pastor's responsibility to make this clear from the outset.
- 2) The Interim Pastor, if not the moderator of the session, attends session meetings only at the invitation of the moderator and/or session.
- 3) The Interim Pastor agrees not to involve himself/herself with the Pastor Nominating Committee or its processes except to see that they make adequate reports, and to submit any recommendations of candidates only and exclusively through the Committee on Ministry.

