

CHRIST LUTHERAN CHURCH & PRESCHOOL

Interim Ministry Covenant

In the name of the Father, and of the Son, and of the Holy Spirit. Amen.

Mindful of the apostolic admonition that all things be done decently and in good order, and in accordance with the practice of the Lutheran Church to provide qualified persons of good report and in whom the fruits of the Spirit are manifest. The Evangelical Lutheran Church in America recognized the office of the ministry established by our Lord and seeks through it to give the spiritual leadership and pastoral care necessary for the establishment, growth, development, and welfare of Christ's holy church.

Accordingly, we, Christ Lutheran Church, Vernon Hills, Illinois hereby enter into an agreement to have _____ serve as pastor under contract to this congregation, beginning on the date of _____.

This agreement is open-ended. It may continue from month to month so long as there is mutual agreement between the _____ and the Church Council of Christ Lutheran Church & Preschool. The agreement shall be automatically terminated on the date the congregation will begin to be served by another pastor under regular call. This agreement shall be reviewed by the Church Council and Pastor _____ at least every four months.

1. Together we will:

- a) Examine the history of the congregation and work through the transition emotions that usually follow the departure of a pastor.
- b) Review the mission of the congregation and develop a vision for the leadership.
- c) Seek to confirm, identify, and act upon the current issues facing the congregation and develop ways of dealing with them.
- d) Examine the congregation's linkage with the community, conference, synod, churchwide units, and the resources that may be available for its ministry.
- e) Prepare for the arrival of the new pastor.
- f) During the interim, agree to address the congregational concerns including, but not limited to the following:
 - Assist with determining the congregation's financial capability for calling a new pastor and help us explore alternatives.
 - Assist with determining the appropriate structure, type and nature of the position for the next pastor.
- g) Establish, refine, and provide oversight to our Education Ministries, which includes confirmation, Sunday school, preschool, first communion preparation, adult education, and new member orientation.

2. The Pastor serving under the terms of this contract will:

- a) Preaching and presiding at the worship services of this congregation, and administering the sacraments according to the practices of the Lutheran Church.
- b) If the pastor has a need to be away during any Sunday, it shall be his/her responsibility to arrange for pulpit supply.
- c) Be responsible for the recording of baptisms, confirmations, marriages, funerals, attendance at Holy Communion, and the maintenance of the membership rosters.
- d) Give pastoral leadership to Council, committees, organizations, and activities of the congregation.
- e) Attend Church Council meetings, Preschool Board meetings and meetings of other church organizations and ministries as needed.
- f) Provide for or lead confirmation instruction.
- g) Maintain office hours and administrative oversight as frequently as possible
- h) All pastoral duties should not exceed an average of 20 hours per week.
- i) Other duties may occasionally be substituted for the above at the mutual agreement of Pastor _____ and the Church Council.

3. Compensation

The congregation agrees to pay the interim pastor twice monthly at the rate of \$ 35 per hour, plus appropriate mileage reimbursement as set by the State of Illinois for actual miles recorded for pastoral visits and other official business.

4. Not Available for call

It is understood that the interim pastor will not become a candidate for regular call in this congregation and will refrain from exercising any influence upon the call process.

5. Termination of call

This covenant shall automatically terminate when a regularly called pastor assumes office. This covenant may also be terminated upon thirty (30) days written notice by either the congregation or the pastor.

Signed: _____
President of Congregation

Pastor during the Interim

Date: _____

Date: _____