

## Intentional Interim Specialist Work Contract

<b>Interim Pastor:</b>	<b>Pastor's Name</b>
<b>Church:</b>	<b>Church Name in City, State</b>
<b>Term of Appointment:</b>	<b>Date - Date</b>
<b>Report To:</b>	

### Report To:

### Terms of Contract:

- Monthly reports evaluating the progress in the tasks of transition outlined below are required and will be given to Rev. Walker by the 15<sup>th</sup> of each month.
- The goals that are set below will be reviewed with the appointing Elder and the Interim Ministry Coordinator every month in the written report and the monthly call and feedback will be sought from the IMAT (Interim Ministry Advisory Team) at six to eight month intervals..
- It is understood that the ultimate accountability of (*PASTOR'S NAME*) is primarily to Elder \_\_\_\_\_. All personnel issues are dealt with by these Elders or in consultation with the Coordinator of Transitional Ministry and/or the IMAT. Elder \_\_\_\_\_ has the right to terminate this contract at any time.
- The Intentional Interim Specialist will provide leadership in the three categories of Interim transition tasks that include but are not limited to:
  1. **Maintenance Tasks**
    - Maintain forward movement in the church's ministry- sustain pastoral services, worship opportunities, current programming, and congregational support. The **main** concern here is to maintain the life and ministry of the church with the least disruption as possible.
  2. **Enhancement Tasks**
    - The concern here is to improve selected areas of the congregational life to make them more attractive to perspective pastors. They may include strengthening selected programs or may be directed toward physical facilities and finances.
  3. **Intentional Interim Developmental Tasks**
    - The first four tasks are facilitated by the Specialist Pastor. The concern here is to build a strong foundation for the future. The final task is directed by the Elder.
    - Come to terms with history and understanding of current realities
    - Build a clear sense of identity and purpose that is widely shared and owned.

- Manage healthy leadership changes
- Review denominational and community linkage for healthy partnership
- Build commitment for new directions in ministry (Pastoral Search)
- All negotiations as to salary and benefits will be made with the (*CHURCH'S NAME*) Board of Directors.
- If the Elders, in consultation with the Board and (*PASTOR'S NAME*) deem it appropriate, this appointment can be extended as needed.
- **Specific goals not covered above:**

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The lay leadership and congregation of (*CHURCH*) agree to support and cooperate with the Interim Pastor in every way and will be responsible for the following:

- Providing the Interim Pastor with a Transition Team (IMAT) charged with planning and program support for the tasks of interim ministry and providing regular input and feedback on the progress of the interim ministry.
- Working on the Tasks of the Interim with the Interim Pastor as outlined above.
- Supporting the ministry of (*CHURCH*) throughout the Interim through prayer, presence, gifts, and service.
- Working with the Interim Pastor and then the Elder in establishing the timing of the eventual candidacy of the new Pastor and the termination of the Interim pastorate.
- Participating in a suitable farewell for the Interim Pastor at the termination of the interim period and providing for an evaluation process at that time with the Interim by the Board of Directors.

All parties understand and agree to uphold these terms.

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Elder for Office of Church Life and Health

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Intentional Interim Specialist

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Vice Moderator of the Board of Directors

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Date