Covenant for Interim Pastoral Ministry

____________________
(name of pastor)
In the name of the Father, and of the Son
and of the Holy Spirit. Amen

Our ministry comes from Christ through the church and belongs to the whole people of God. The gospel calls all Christians to be ministers in word and deed, so it is the privilege of every Christian to be a steward of the gospel of God’s reconciling love. The whole church ministers as it celebrates God’s presence, shares the good news, cares for those in need and witnesses to the power of God’s love.

The Evangelical Lutheran Church in America recognizes the office of pastor. It also recognizes that there are occasions when parishes need to be served by interim or transitional pastors while they seek permanent pastoral leadership. Keeping in mind the apostolic advice that all things be done decently and in order (1 Corinthians 14:40), the church provides a covenant between interim or transitional pastors and congregations.

Accordingly, ____________ (congregation) and the Greater Milwaukee Synod of the ELCA covenant with you to serve as Interim Pastor beginning on ________ (date).

As Interim Pastor, you will serve the congregation (check one)

___ full time  ___ ¾ time  ___ 2/3 time  ___ ½ time  ___ 1/3 time  ___ 1/4 time

Please note any special arrangements related to FT and PT scheduling

This covenant will include, (check one)

_____ a synod call to interim ministry to

____________________________________ (congregation),

with the synod call to interim ministry ending when this interim covenant ends.

OR,

_____ a contract for interim ministry that does not include a synod call to interim ministry. (Please check with synod staff for clarity on when this applies.)

This covenant shall terminate upon the arrival of a new pastor. The Interim Pastor, the congregation’s council, or the Synod Bishop, may also terminate this call with a two-week written notice and forfeiture of any payment beyond this point.

The conditions and mutual agreements of this covenant are set forth as follows:

We together will:

A. Subscribe to the constitution and bylaws of the Evangelical Lutheran Church in America and to the constitution(s) and bylaws of the congregation(s).
B. Examine the history of the congregation and work through the transition emotions that usually follow the departure of a pastor.
C. Seek to confirm and identify current issues facing the congregation and develop ways of dealing with them.
D. Develop a vision for the interim period and provide leadership to complete this mission.
E. Examine the congregation’s connection with cluster, synod, and churchwide units and seek to strengthen collaboration.
F. Prepare for the arrival of the new pastor.
G. During the interim, agree to:

The **Interim Pastor covenants to:**

1) Preach, administer the sacraments and lead the congregation’s worship services.
2) Provide special services (marriages and funerals)
3) Teach in the congregation’s educational program
4) Do pastoral calling in the congregation
5) Be a consultant and resource to the congregation council, committees, and parish program
6) Meet regularly with the Synod Interim Pastors for review and consultation.

The **Interim Pastor will not:**

A. Work with the Call Committee of the congregation except at the request of the Synod Bishop.
B. Under any circumstances be a candidate to the congregation.

**We the Congregation will:**

A. Uphold and support the ministry of the Interim Pastor with prayer.
B. Look at you to preside at baptisms, celebrations of Holy Communion and rites of the church. (e.g. confirmations, weddings, funerals).
C. Agree that we will not consider you for regular call to this congregation.
D. Provide for a review and evaluation during the interim/transition period. The Synod will provide the format on which to base this evaluation.
E. Compensate you in the following way:

1. Pay you at a rate equivalent to an annualized “total defined compensation” ([*salary*, *housing* and *Social Security Allowance*]) amount of ____________, the payments to be made as follows: ________________________________

   a. The breakout of the “total defined compensation” is as follows:
      i. Salary ________________
      ii. Housing ________________
      iii. Social Security Allowance ____________

2. Contribute to the Portico Retirement and Benefits Plan according to the regulations of the Evangelical Lutheran Church in America and according to the Synod Compensation Guidelines:
1. Retirement Percentage  ____ 10%  ____ 11%  ____ 12%
   which is: $__________/yr (annualized), or _____ / month

2. Disability, Basic Group Life and Retiree Support are a required part of Portico benefits. The 2017 rate for all three items is 4.0% of the “Total Defined Compensation” which is: $__________/yr, or ____/month

3. Medical/Dental  ____ Waived (coverage is provided through another source.)
   ____Member only
   ____Member/Spouse
   ____Member/Spouse/Children

   Plan level  ____Premium+
   ____Gold+
   ____Silver+
   ____Bronze+

   The Portico online calculator* estimates that the rate for the above marked coverage will be _____% of the Total Define Compensation.

   * https://employerlink.porticobenefits.org/Home/Resources/Calculators.aspx

   which is: $__________/yr, or $__________/month

   (Please note any special circumstances related to the medical coverage: ____________________________________________)

3. Grant one week vacation for each 10 weeks of interim service.

4. During your ministry here, grant you continuing education leave at the rate of one day per month and _____/month toward study expenses.

5. _____ Pay your registration and lodging fee to attend the Annual Synod Assembly.

6. _____ Pay your registration and lodging fee to attend the Synod Fall Theological conference.

F. Reimburse you for expenses related to our common ministry.
   1. Compensate you for miles driven on behalf of the congregation at IRS allowed level up to _______ /month (Does not include commuting miles from home to work.)

   2. Pay expenses, not otherwise provided for, incurred in attending synod assemblies and other official meetings at which your attendance is required.
3. Other

Start Date: __________________________

Please acknowledge receipt of this covenant. As you consider this covenant, may the Holy Spirit guide you. It is sincerely hoped that you may find it to be in accordance with God’s will to give this invitation your immediate and affirmative response.

Correspondence should be sent to:

Name: _______________________________________

Address: ______________________________________

City: _______________________________________

Phone/s: _______________________________________

_____________________________________________________

Congregational President

_________________________ Date

_____________________________________________________

Congregational Secretary or other council officer

_________________________ Date

_____________________________________________________

Attested by: Bishop Erickson

_________________________ Date

_____________________________________________________

Accepted by: (interim pastor)

_________________________ Date