

**SAMPLE INTERIM PASTOR CONTRACT**  
Winnebago Presbytery

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 Commission on Ministry.

**ACCOUNTABILITY:** The Interim Pastor is accountable to the Winnebago Presbytery through the Commission on Ministry.

**EXPECTATIONS OF THE INTERIM PASTOR:**

1. Will become a member of the Winnebago Presbytery.
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 Ministry 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. **Heritage:** Explore dynamic processes of a congregation's history so the congregation may gain meaning and self awareness in telling and retelling their defining stories.
  - b. **Mission:** Address a congregation's core values and identity by clarifying them through mission and vision statements, and taking on short-term actions.
  - c. **Connections:** Strengthen or create the relationships a congregation builds outside of itself in the denomination, community networks, ecumenical/interfaith partners, and other neighbors.
  - d. **Leadership:** Help the congregation to discern, encourage, and train the types of leadership needed to build and support the congregation's mission.
  - e. **Future:** Support the congregation's ongoing discernment and exploration of the congregation's purpose, core values, and mission in light of current realities and circumstances.

- f. Continue to develop and expand transitional 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 Commission 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 commissions 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.

