



INTERIM MINISTRY DESCRIPTION

for the
Central / Southern Illinois Synod
of the
Evangelical Lutheran Church in America

A required Congregational Constitution provisions for interim pastors reads as follows:

- *C9.06. At a time of pastoral vacancy, an interim pastor shall be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.
- *C9.07. During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any ordained pastor providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.

The synod constitution reads as follows:

- +S14.17. During service to a congregation, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor. The interim pastor may delegate the same in part to an interim supply pastor with the consent of the bishop of this synod. The interim pastor and any ordained ministers who may assist shall refrain from exerting influence in the selection of a pastor. Upon completion of service, the interim pastor shall certify to the bishop of this synod that the parochial records, for the period for which the interim pastor was responsible, are in order.

For all types of interim ministry situations, the congregation may suggest names of potential interim pastors to the synod office; but because the bishop has oversight of pastors and congregations, the bishop retains the constitutionally-mandated responsibility to make the appointment of the interim pastor. The appointment is always subject to the approval of the Congregation Council. The bishop's goal is at all times to provide the best available interim for the congregation.

Interim pastors are not to involve themselves in the call process. If the interim pastor has a suggestion or concern regarding the call process, the interim should bring that to the bishop. Congregational committees and individuals can help the interim pastor in this regard by refraining from asking the interim pastor for the interim pastor's opinion of a nominee or of what the call committee should look for in a nominee or of any matter relating to a nominee.

Types of Interim Ministry:

Appointment: An interim pastor is appointed by the bishop with the concurrence of the congregational council (C9.06., C9.07). The interim pastor assumes the pastoral office and may delegate the same in part to a supply pastor (S14.17).

Contract: A retired pastor or pastor on leave from call who serves an interim ministry is recommended by the bishop and signs a Interim Pastor Contract with the congregational council. This contract should specify term, compensation, exclusion normally from consideration for call in the congregational vacancy, and special tasks of the interim pastor.

Call: A synod may call interim pastors to serve in a specific congregation or on a continuing basis. This call is issued by the synod council. An Interim Pastor Contract with the congregational council shall be signed in each interim.

NOTE: The staff liaison working with a congregational vacancy will bring the recommended style of interim to the congregation council.

DOES any of the following apply to us or would you like to add to the description of Interim Minister?

BASIC INTERIM

Basic Interims are usually pastors of nearby congregations, pastors without call, pastors serving in specialized ministries, or retired pastors who consent to be the interim pastor during a congregational vacancy. This type of interim is basically a maintenance or limited type of ministry and the congregation should not expect full pastoral responsibilities to be undertaken by this type of an interim pastor. This interim pastor is appointed by the bishop, and the synod recommends this type of interim for small to medium-size congregations who are free of conflict.

1. Duties
 - A. Arrange for pulpit supply as needed
 - B. Attend congregational council meetings
 - C. Visit the hospitalized when appropriate
 - D. Other duties as requested by the congregation within the limits of the pastor's time
2. Supply
 - A. If the interim pastor does not preach on Sunday, the congregation is to compensate other pastors for pulpit supply at the suggested rate. Please have check available for the supply pastor at the time the service is performed.

EXTENDED INTERIM

An extended interim is usually a pastor without call or a retired pastor. The pastor may serve anywhere from half-time to full-time. He or she may have specialized training in interim ministry. The synod recommends this type of interim when a congregation needs time to discern their pastoral needs or upon the congregation's request. This interim pastor signs an Interim Pastor Contract with the congregation council detailing the specifics of the interim ministry. This interim pastor, in most cases, is not eligible for candidacy in the congregation's call process unless specifically stated in the Interim Pastor Contract.

1. Duties - full pastoral duties
2. Compensation - This is negotiated with the bishop and congregational council, compensation is not to exceed the previous pastor's compensation package.

If the pastor is half-time--the compensation will be 50%, if three-quarters time--the compensation will be 75%, etc. The congregation will normally reimburse the pastor for medical insurance, pension, mileage, and professional expenses.

INTERIM CONSULTANT

Whenever one or a combination of the following situations occur, the synod will recommend a special type of interim pastor. This determination will be made on a case by case basis:

- I. When a longtime pastorate has ended
- II. When there is conflict in the congregation
- III. When the congregation has multiple pastors.

The goal is either to keep healthy congregations healthy or to bring conflictive congregations into a healthier life. Within this synod, there are several pastors of this type available. This interim pastor signs an Interim Pastor Contract with the congregation council detailing the specifics of the interim ministry.