

INTERIM PASTOR LETTER OF AGREEMENT

between

The Rev. ****

and the Congregation of

******* Lutheran Church***

*******, Illinois***

Pastor _____ shall be responsible for providing pastoral ministry to the congregation of _____ Lutheran Church, _____, Illinois. *He/She* shall be responsible to the Office of the Bishop and to the Congregation Council of the congregation, who shall provide guidance for *his/her* ministry.

To this end, *he/she* shall have the rights, privileges, and responsibilities as authorized by the Bishop and as described in this agreement, and exercised within the time limits of the agreement. The congregation pledges to receive him/her as an interim pastor and offers their support for the work of ministry.

We Together Will:

1. Share in the mission which was given by Christ and involves the whole people of God.
2. Engage in ministry as we celebrate God's presence, experience renewal through the Gospel, give witness to Jesus Christ, and provide care, fellowship and support for each other.
3. Call forth leadership and equip our people for ministry in order to meet the challenges and opportunities presented us in the congregation and the community.
4. Receive the Word of God as revealed in the Old and New Testaments and witnessed to by the Lutheran Confessions.
5. Subscribe to the constitution and bylaws of the Evangelical Lutheran Church in America, to the constitution and bylaws of the Central/Southern Illinois Synod, and to the constitution and bylaws of the congregation.

You As Interim Pastor Will:

1. Preach and teach the Word of God.
2. Preside at Worship (regular and special seasonal worship services) and administer the Sacraments according to the practice of our Church.
3. Provide pastoral care to members of the parish according to our needs, and give pastoral leadership for meetings, activities, and organizations of the congregation as needed.
4. Encourage the congregation to support the total ministry of the Evangelical Lutheran Church in America.
5. Provide pastoral services and be accessible for other needs of the congregation as necessary on a schedule as described later in this agreement.
6. Serve as Interim Pastor for the people of _____ Lutheran Church, _____, IL on a full-time basis, with actual time commitment to be worked out with the leadership of the congregation.

We the Congregation Will:

1. Commit ourselves to the Gospel by faithful participation in worship, learning, and family activities.
2. Seek to fulfill our calling to be servants to others in our families, occupations, communities, civic and political institutions, and voluntary associations.
3. Receive this pastor as our Interim Pastor, uphold *him/her* in prayer, and accord *him/her* our love, respect, and good will.
4. Look to *him/her* to preside at Baptism, celebrations of Holy Communion, and other rites of the

church as the need arises.

The Bishop's Office Will:

1. Offer encouragement to the Congregation and the Interim Pastor.
2. Commit to pray for the Congregation and the Interim Pastor.
3. Offer advice and counsel to the Congregation Council and the Interim Pastor as requested.
4. Offer training for Interim Pastors.
5. Seek to mediate any impasse between the Congregation Council, and the Interim Pastor.

This agreement of ministry is effective beginning _____, 20__ and will continue until _____, 20__, at which time the determination will be made as to whether the agreement should be extended for an additional period of time. This agreement will be terminated when a regularly called pastor assumes office, or upon thirty (30) day notice by the Bishop, the Interim Pastor, or the Congregation Council, or according to another time frame with the approval of all parties involved.

The following **annual** compensation, expenses, allowances and benefits shall apply to this agreement.

Salary	\$ _____
Housing	_____ Lutheran Church will provide modest housing, including utilities
Automobile	reimbursed at IRS rate (currently 56 cents per mile); includes one round-trip per week between _____, and _____, IL
Medical/Dental Coverage	_____ Lutheran Church will cover the cost of the health plan provided by Portico Benefit Services _____
Pension	\$ _____ (____% of "defined compensation" \$ _____)
Continuing Education	\$ 750 (plus upward to two weeks time)
Professional/Business	\$ 250
Vacation time	shall be earned at the rate of four weeks annually, including four Sundays, and shall be prorated according to the length of service.

Signed: _____ Date: _____
Congregational President, _____ Lutheran Church

Signed: _____ Date: _____
The Rev. _____

Signed: _____ Date: _____
Bishop S. John Roth

Central / Southern Illinois Synod

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