



COVENANT FOR INTERIM MINISTRY

between

Congregation (Name and Address)

and

Rostered Minister Name

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 God’s reconciling love. The whole church ministers as it celebrates God’s presence, shares in 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 will need to be served by interim pastors while they are in the study or calling process. Keeping in mind the apostolic advice that all things be done decently and in order (I Corinthians 14:40), the Church provides for the calling of interim pastors.

Accordingly, _____ and the Bishop of the

Name of Congregation

Metropolitan Washington, D.C. Synod of the ELCA covenant with you to serve as

Title

from _____ **to** _____

dd/mm/yyyy

dd/mm/yyyy

on the following conditions and mutual covenants.

WE TOGETHER

- A. Share in the mission which was given by Christ and involves the whole people of God.
- B. 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.
- C. Call forth leadership and equip our people for ministry in order to meet the challenges and opportunities presented to us in the congregation and the community.
- D. Receive the Word of God as revealed in the Old and New Testaments and witnessed to by the Lutheran Confessions.
- E. Subscribe to the Constitution and Bylaws of the Evangelical Lutheran Church in America and to the constitutions(s) and bylaws of the congregations(s)
- F. During this interim, agree to address the following concerns:

- 1. _____

- 2. _____

- 3. _____

- 4. _____

- 5. _____

YOU AS PASTOR

- A. Preach and teach the Word of God.
- B. Preside at worship and administer the sacraments according to the practice of the Lutheran Church.

- C. Provide pastoral care to all members of the parish according to our needs, visit us as necessary, and uphold us in prayer.
- D. Give pastoral leadership for the meetings, activities, and organizations of the congregation.
- E. Encourage us to support the total ministry of the Evangelical Lutheran Church in America.
- F. Be responsible for the recording of baptisms, confirmations, marriages, funerals, attendance at Holy Communion, and the maintenance of the membership rosters; and report the statistics of the parish promptly and fully, as requested by The Evangelical Lutheran Church in America.
- G. Agree not to make yourself available for regular call in this congregation.
- H. Agree not to be involved in the congregation’s call process except when the Bishop or Bishop’s representative requests your participation.
- I. During this interim, will give special attention to

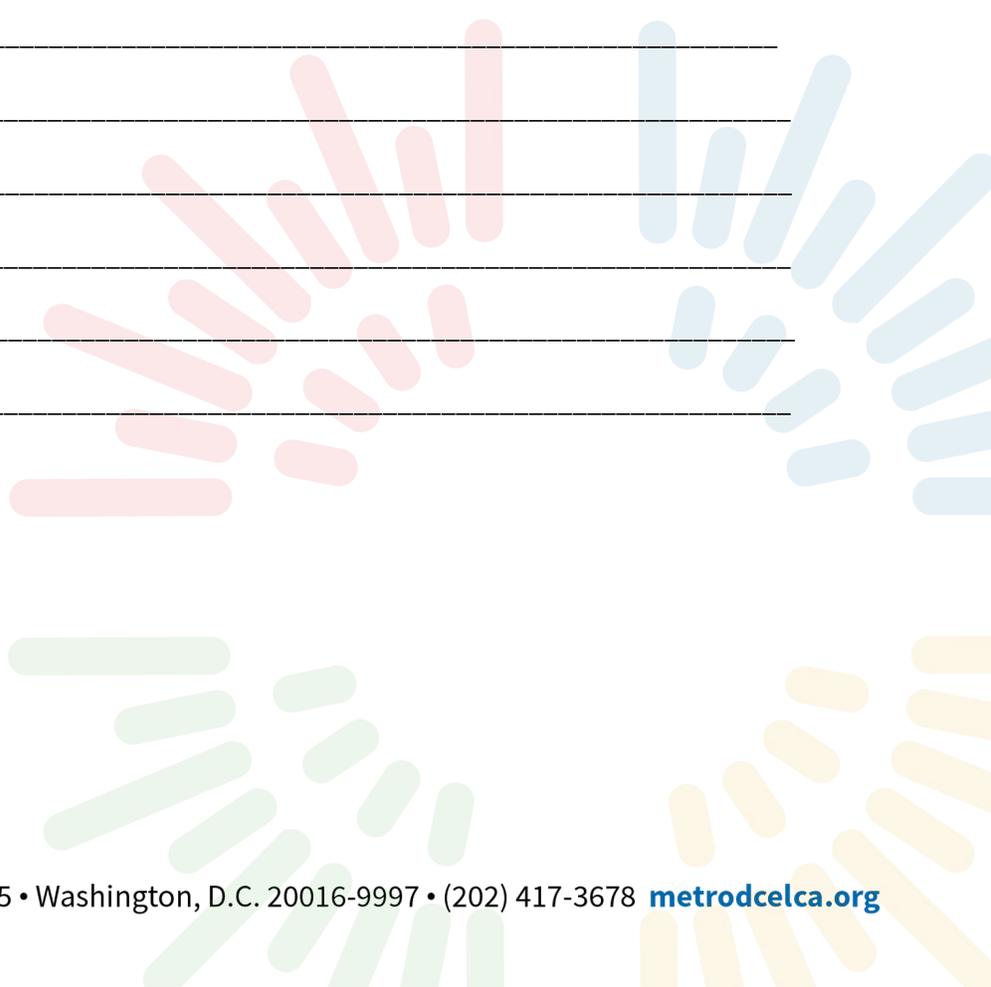
1. _____

2. _____

3. _____

4. _____

5. _____



WE THE CONGREGATION

- A. Commit ourselves to the gospel by faithful participation in worship, learning, and fellowship activities.
- B. Seek to fulfill our calling to be servants to others in our families, occupations, communities, civic and political institutions, and voluntary associations.
- C. Receive you as our interim pastor, uphold you in prayer, and accord you our love, respect, and good will.
- D. Look to you to preside at baptisms, celebrations of Holy Communion, and the rites of the Church.
- E. Agree that we will not consider you for a regular call to this congregation.
- F. Agree to compensate you in the following ways using the [Metropolitan Washington D.C. Synod Compensation guidelines](#):

1. ANNUAL COMPENSATION

- a. Base Salary (including social security allowance) \$ _____
- b. Housing Allowance \$ _____
- c. If a parsonage or other housing is provided:
 - i. Utilities allowance \$ _____
 - ii. Furnishings allowance \$ _____
 - iii. Housing Equity \$ _____

2. PENSION AND OTHER BENEFITS

The congregation will sponsor the pastor in the Evangelical Lutheran Church in America (ELCA) Board of Pensions Program, which provides retirement, disability, survivor, and medical-dental coverage if the call is 15 hours/week or greater (according to the ELCA Board of Pensions requirements). (Sponsorship will include medical-dental-optical coverage for the pastor's spouse and children unless they have other employer-provided group medical insurance coverage and the pastor consents to waiving medical-dental coverage for them under the ELCA Board of Pensions Program).

- a. ELCA Pension at _____% of defined compensation
- b. ELCA Medical-Dental-Optical Insurance (check one):
 - i. ____ Member only
 - ii. ____ Member and spouse
 - iii. ____ Member and children
 - iv. ____ Member, spouse and children
 - v. ____ Coverage waived

c. Other insurance or benefits: _____ \$ _____
 _____ \$ _____

3. EXPENSES

- a. Automobile and travel allowance \$ _____
- b. Other professional expenses \$ _____
- c. Expenses for official meetings of the synod
- d. Expenses for First Call Theological Education, if applicable
- e. Continuing Education (minimum \$500) \$ _____
- f. Other (_____) \$ _____
- g. Moving expenses to this congregation as follows:
 _____ \$ _____

4. AGREEMENT for

Full-time _____ OR Part-time _____ (including the percentage of time) _____

- a. Vacation time of _____ weeks per year,
 including _____ Sundays;
- b. Continuing Education time of _____ weeks per year (recommended
 minimum of two weeks per year that may be accumulated up to three
 years, as reflected in a continuing-education agreement developed by the
 pastor and congregation council);
- e. Up to two months of continued salary, housing, and contributions to the
 ELCA Pension and other benefits program in a 12-month period in the
 event that the pastor is physically or mentally disabled,; and
- f. Where applicable, parental leave of at least eight weeks (recommended
 12 weeks) with full salary, housing, and benefits.

Please send a signed copy of this Covenant to the Metropolitan Washington, D.C. Synod office for review and signature of the Synod Bishop.

COVENANT FOR INTERIM MINISTRY

It is sincerely hoped that you find it to be in accordance with God's will to give this invitation your immediate and affirmative response.

This covenant terminates when a new pastor has accepted the call to this parish or may be terminated by the interim pastor, congregation, or the synod bishop with a thirty-day notice.

Upon completion of interim ministry, and in accordance with the bylaws of the ELCA, the pastor MUST make the request to the synodical bishop for a change in rostered status. Please contact the Synod Office for the guidelines for change in rostered status.

Congregation Correspondence should be sent to: _____
(This is usually the Congregation Council President)

Address: _____

Contact Information: H: _____ W: _____

C: _____ E: _____

WITNESS OUR HANDS on this the _____ day of _____ 20_____

Name of Congregation

Congregation Council President
print name

City

State

ACCEPTED BY:

Interim Pastor
print name

Date

Signature of Interim Pastor

ATTESTED BY:

Date

Signature of Bishop, Metropolitan Washington, D.C. Synod