

APPENDIX A

INTERIM PASTOR AGREEMENT

The following agreement between the session of _____ Church and the Rev. _____ is for the purpose of providing Interim Pastoral services.

Elements:

The Rev. _____ will be designated Interim Pastor/Interim Associate Pastor. In that position he/she

- will/will not become (is) a member of the Presbytery of San Jose
- will/will not serve as moderator of the Session and of congregational meetings.
- will/will not plan session and congregational meetings
- will/will not serve as head of staff
- will/will not assist the presbytery consultant in the conduct of the mission study. If so, help will be given in these ways:

- will lead worship _____ Sundays per month.
- will/will not do pastoral calling on the sick and shut-in members as time permits
- will/will not officiate at weddings and funerals as requested
- will work with the following boards and committees:

- will/will not train newly elected officers in conjunction with staff and selected members
- will perform other administrative and pastoral duties as listed below

Goals for this ministry shall be:

During the length of this agreement, the Rev. _____ will be accountable to the Presbytery through the Committee on Ministry. At the end of the agreement _____ Church agrees to provide a performance review.

The session understands that the former pastor shall abide by the ministerial ethics of the Presbytery concerning contacts with members of the congregation and that any serious concerns in this matter shall be referred to the Presbytery Committee on Ministry.

It is understood that the Rev. _____ has agreed not to be involved in any way with the Pastor Nominating Committee, except to see that they make adequate reports. Any suggestions the Interim Pastor has are to be submitted to the Committee on Ministry.

It is understood that the Rev. _____ has agreed not to be a candidate for the pastoral office of _____ Church, and in every way will seek to prepare for the coming of an installed pastor.

This agreement is for a period of _____ months (not more than 12) from the date below.

This agreement may be terminated by the Session upon 60 days written notice, unless the termination is for cause. The Interim Pastor may terminate the agreement with 30 days written notice and forfeiture of any payment beyond that for actual services in the 30 day period. This agreement may be extended in _____ month periods.

TERMS

The Interim Pastor is employed full-time/part-time _____ (1/2, 2/3, etc.), serving approximately _____ hours per week, and will be compensated for Interim Pastoral services as follows:

Base Salary _____

Housing Allowance _____

Pension/Medical _____

Auto allowance _____

Moving costs to and from the field, up to \$ _____

Vacation to be earned at the rate of 1 week per quarter and used as agreed on.

Study leave of two weeks pro-rated annually, including financial assistance according to Presbytery's standards.

INTERIM PASTOR

DATE

CLERK OF SESSION

CHAIR, COMMITTEE ON MINISTRY

PRESBYTERY STATED CLERK

