**Before You Commit to an Interim Contract**

**- Important things to consider –**

* Your interim / transitonal period will include processes that build unity, heal hurts and encourage unity, and generate new excitement in your church.
* This will not be a time to revert back to the “good old days” or status quo, former habits or programs, or simply filling the pulpit each Sunday. It’s an opportunity for dynamic transition.
* During your interim / transitional ministry you will be challenged by the five developmental tasks of:
  + Understanding and examining your history
  + Renewing your church’s identity
  + Dealing with changes and shifting to new leadership
  + Strengthening your denominational connections
  + Preparing for new pastoral leadership
* While a called pastorate job description is structured by a shared understanding of the congregation’s recent mission study, this is not the case of the interim’s job description. How the interim pastor’s tasks are to be addressed needs consideration prior to contracting.
* We suggest using the “Interim Pastor Job Description Worksheet” to enable full consideration by your search committee & Session of the many important topics enumerated in the “Template Agreement”.
* The compensation offered for the interim pastor requires discussion between your COM Liaison and the Session.
* A graceful ending is another important aspect of your interim ministry. Accordingly you need to consider the “out-clauses” of the agreement. For instance, if your PNC identifies a candidate prior to the end of the agreement term, there must be an agreement up front how your interim will be compensated while searching for his or her next position.
* If a manse is to be provided payment of the utilities and contract language need to be specified.