

Covenant And Appointment for a Vacancy Pastor

_____ (church name)

**In the Name of our God--Father, Son and Holy Spirit
We authorize and obligate our
Vacancy Pastor _____**

To assume this responsibility as an expression of God's mission for your life.

To perform your work according to the Word of God, the Confessional standards of the Lutheran Church and the constitution and by-laws of this congregation.

To administer the office of Vacancy Pastor in accordance with the position description for a term beginning _____. A term of service will be _____ in length and will be reviewed at _____ intervals and mutually renewable prior to the expiration of that term.

Position description:

To provide and conduct a proper ministry of Word and Sacrament to and with the congregation of _____, which will include the following duties and responsibilities within the context of the limitations of a part-time ministry:

- Conduct regular Sunday morning worship services and occasional services (Advent, Lent, funerals, weddings, etc.)
- Teach confirmation class
- Conduct adult Bible class
- Visit shut-in, hospitalized and delinquent members
- Administer the sacraments of Holy Baptism and Holy Communion
- Faithfully proclaim God's Holy Word
- Be responsible for pastoral administrative duties

Full-time ministry (42 – 48 hours per week) is agreed to as the equivalent of 12 units of work on a weekly basis. The units consist of 3.5 – 4.0 hours each with three possible units (morning, afternoon, evening) per day. Based on agreed upon responsibilities, the number of units of work can be established. The Vacancy Pastor agrees to provide the Congregation with ___ ministry service units on a weekly average, including Sunday. The Vacancy Pastor agrees that he will not be a candidate for the new full-time pastoral minister.

The immediate objective of the Vacancy Pastor is to provide hope and stability to the present ministry of _____ in order to provide time for the Call Committee to evaluate the mission potential of the congregation and call a full-time pastoral minister.

We obligate ourselves:

To receive the Vacancy Pastor as a servant of Jesus Christ, to give him the honor and love and respect which the Word of God prescribes;

To aid him by word and deed, and to support him with our faithful assistance and prayers.

To provide regular support, and to review the agreement at the end of the term for possible extension.

To provide proper compensation according to the following standards:

Monthly Salary: \$ _____

Commuting Allowance: \$ _____

Local Car Allowance: \$ _____

Other Expenses: \$ _____

Reimbursements as agreed by both parties:

The SED Salary Guide provides the formula for a salary for a pastor based on years of experience. Using the agreed upon units of work needed, a salary can be computed. Additional reimbursements for travel, lodging, phone conferences, etc. should be added.

Signatures of Responsible Officers:

Signed this _____ day of _____, A.D. _____ by

Congregation President

(other officer)

+ + +

Acceptance:

I, _____ hereby accept this appointment by _____ to the position of Vacancy Pastor.

Signed this _____ day of _____, A.D. _____ by
