

Intentional Interim Ministry Covenant

Between

Calvary Baptist Church, Mount Airy, N. C.

And

Reverend David W. Burgess

The congregation of Calvary Baptist Church and Reverend David Burgess do hereby enter into a covenant relationship for the purpose of conducting a period of Intentional Ministry as a full-time pastor to begin on or about January 1, 2009.

Mutual Goals

This covenant is predicated on the belief that during the interim period between pastors, there is a need for leadership, for maintenance of a healthy congregational life, and for the development of a vision and objectives to guide the future of the church. It is also understood that this period is a prime time for renewal and for energizing the church. This covenant is based on the recognition that a church in search of a new pastor must prepare in order to be sensitive to the leadership of the Holy Spirit.

During the covenant period, the congregation and the Intentional Interim Pastor will, with the help of God, seek to engage in congregational self-study and goal-setting in such a way as to strengthen and enhance the mission and unity of Calvary Baptist Church. This process will include working through the five developmental tasks of the interim period.

The ultimate goal of the Intentional Interim process is to prepare the church to activate the Pastor Search Committee and to equip the committee with the knowledge and vision that was learned during the interim process so that they are better able to find the pastor that matches God's plan for Calvary Baptist Church.

Goals for Reverend Burgess

- 1. To guide the congregation through the stages of the transition period.**
- 2. To lead the church in a self-study that focuses on the five developmental tasks of an interim period.**
- 3. To help interpret clearly the self-study and search processes for the church in order that they may be able to better facilitate the work of the Pastor Search Committee.**
- 4. To prepare the church for the calling of a new pastor.**
- 5. To provide for the worship experience and the practice of ministry within the church and community.**

Pastoral Commitment

Reverend Burgess will provide pastoral leadership in the following areas:

1. Lead the services of worship that include preaching, the Lord's Supper, and baptism.
2. Train and lead the Transition Team that will carry out the dialogue sessions and activities required to work through the five developmental tasks of the interim period.
3. Help prepare reports or summaries that result from dialogue sessions.
4. Help interpret clearly the self-study (profile) of the church.
5. Handle crisis calls for illness, death, and other matters.
6. Officiate at weddings and funerals.
7. Preside over Wednesday and Sunday evening activities as needed.
8. Attend church business meetings.
9. Attend Deacons meetings.
10. Conduct regular staff meetings and be in tune with the needs and responsibilities of each member of the church staff.
11. Provide supervision that is necessary in coordinating the life and ministry of the church with the full support of the Deacons.
12. As schedule permits, provide counseling, serve as a resource person for church groups, and assist committees and church organizations with assigned tasks.

Deacon Commitment

Deacons will support and cooperate with the Intentional Interim pastor and agree to:

1. Pray for the church, growth, and the Intentional Interim process.
2. Support the interim process, participate in Deacons retreats, be willing to work through issues, attend worship services, work with the Transition Team, cooperate and be active intermediaries, and attend town hall meetings.
3. Participate actively in visiting prospects, hospitalized, homebound, absentees, etc.
4. Provide leadership and encouragement for ministries in the church.
5. Encourage inactive members to again become involved in the church's life.
6. Participate in the conflict resolution seminar and carry out the principles thereof in deacon ministries (both active and inactive Deacons).
7. Maintain open and honest dialogue and communications.

Commitment of Church Members

Church members will support Reverend Burgess, the Transition Team, and the Deacons during the transition period through prayer and faithful participation in the life of the church. This includes:

1. Participate in weekly worship services.
2. Participate in scheduled activities.
3. Be faithful in the stewardship of time and money.
4. Participate in surveys and discussion groups relating to the self-study and the preparation for the coming pastor.
5. Pray for the interim pastor, the Transition Team, the Pastor Search Committee, all elected church leaders, and for one another.
6. Be involved in the ministries of the church.
7. Visit the prospects, hospitalized, homebound, absentees, etc.
8. Maintain open and honest dialogue and communication.

In addition, the congregation will continue to support the missions activities of the church.

Covenant Period

1. The Intentional Interim pastor will serve the church until the Transition Team completes its work.
2. By mutual agreement, this twelve-month covenant may be extended up to an additional twelve months or until the calling of the new pastor, whichever comes first. Such an extension will be recommended by the Transition Team and requires the approval by the church. In the event that the church should extend the covenant beyond twelve months, and in the event that a new pastor arrives at Calvary without Reverend Burgess having entered into a covenant with another church, Calvary will pay Reverend Burgess three months salary, excluding mileage and conferences, as severance pay. This severance will be paid one month at a time and not in one lump sum.
3. The Intentional Interim pastor may terminate this covenant with a thirty-day written notice. The church may terminate the covenant with written notice and ninety days compensation unless terminated for cause.

Additional Agreements

- 1. Both the church and Reverend Burgess expressly understand that he will not be a candidate for the permanent pastor position.**
- 2. The Deacons, in cooperation with the Transition Team, will provide a performance evaluation of Reverend Burgess and the Transition Team every six (6) months. The purpose of this review is to determine if the congregation and minister are making progress anticipated in the covenant.**
- 3. At the end of the interim process the church shall pay for a “Reflection” session conducted by someone from the Center for Congregational Health.**
- 4. The Pastor Search Committee shall not actively seek a permanent pastor until advised to do so by the Transition Team. This is generally understood to be at the completion of the first five developmental tasks.**
- 5. The Transition Team, the Deacons, and the Pastor Search Committee agree to keep Reverend Burgess informed of the progress on the pastor search and agree to give at least a thirty-day notice and preferably a sixty-day notice.**
- 6. Reverend Burgess shall be entitled to two weeks (including Sundays) of paid vacation after six months, and two weeks (including Sundays) of paid vacation at the end of one year, and two weeks sick leave. Should Reverend Burgess not use the vacation time, he will receive equal pay for this time at the end of his service.**
- 7. Reverend Burgess shall receive two weeks leave to attend the necessary seminars and functions deemed necessary for continuing education in the field of Intentional Interim Ministry. This includes Sundays, if necessary.**
- 8. The Deacons shall hold Reverend Burgess accountable for maintaining quality time for his family during the transition period.**
- 9. The church will pay for expenses of supply ministers.**
- 10. The church will pay for Reverend Burgess’ moving expenses incurred for transporting household furnishings, books, and vehicle from Bedford, Virginia.**
- 11. Reverend Burgess may, at some times, need to be available to help The Center for Congregational Health with conflict mediation and intentional interim presentations, if it does not interfere with necessary activities at Calvary Baptist Church.**