

Immanuel Baptist Church
815 Park Avenue
Rochester, NY 14607

Interim Pastoral Agreement

The Interim Pastor will provide pastorship to the congregation and the community. We ask the Pastor to:

- function as the principal worship leader in partnership with our music director and, in consultation with the Worship Committee, to arrange and serve as interface with guest preachers.
- **partner with us in offering pastoral care for members of the community, as needed**
- **partner with us as we foster relationships with users of our facility, including but not limited to Spiritus Christi as a participant in Tuesday Ecumenical Mass, Area Artist Club and White Lotus Buddhist Society**
- speak courageously from your understanding of the Gospel. We affirm the freedom of the pulpit
- help us find new ways to reach out to our community and to support our existing relationships
- support and participate in the work of the wider church through ABCRGR

The Pastor is elected by and serves at the pleasure of the Congregation. We would expect all pastoral activities to be conducted in accordance with IBC By-laws. We would expect our Pastor to fulfill the Covenant and Code of Ethics for Professional Church Leaders of the ABCUSA and maintain a cooperative relationship with ABCRGR. We would expect that an average of 25 hours per week be devoted to church matters. **We would expect the Pastor to provide guidance to office and professional staff as needed.**

The Pastoral Support Team will help address pastoral needs and see to the health and welfare of the Pastor.

The Pastor and the Board of Ministry will come together periodically to jointly review progress.

The Pastor will receive an annualized compensation up to \$30,000, to be divided between salary and housing as mutually agreed. The Pastor shall have annual paid vacation of four weeks to be arranged with the Worship Committee and the Board of Ministry. **Additionally, the Pastor will have two Sundays a month for which the Pastor will not be responsible for sermon preparation.** The Pastor will be responsible for paying any benefits, including but not limited to self-employment tax, health insurance or retirement contributions out of the compensation received.