

## Church/Interim Pastor Covenant

A covenant between Calvary Baptist Church, Bastrop, TX (Church) and Alex G. Gonzales (Interim Pastor)

With all parties in agreement, this covenant shall begin (Date) December 1<sup>st</sup>, 2023 and continue until the church calls their next pastor and he has begun his pastorate. After one year this agreement must be reaffirmed. Either party may, for any reason, terminate this covenant with at least 30 days' notice if possible.

### Schedule

Sundays: 9:45AM & 11:00AM Worship (there will be some Sundays the interim pastor will be out of the pulpit).

Special Services and or Meetings: If needed and schedules permit.

Weekdays: The interim pastor will provide 1 full day a week including staff meetings (typically Mondays).

Expect open communication between church leaders/interim pastor through the week if needed and schedules permit.

There are times when the interim pastor is invited/needed - to meet with individuals/groups (zoom/on or off campus).

Vacation/Sick (12 months): Please allow the interim pastor to have paid 7 vacation days and 7 sick days.

### General Responsibilities of the Interim Pastor

1. To provide the church a sense of stability, assessment, focus, and encouragement.
2. To assist the staff, church council, other leaders, and congregation in any/all processes as needed.
3. To train the pastor search team in proven processes and to point to credible resources.
4. To be the primary preacher, but not the only preacher (other preachers, SBTC, school, vacation, sickness, etc.).
5. To ensure the pulpit is filled when not available (in conjunction with current staff and church leaders).
6. To determine, prepare, encourage, and release called and capable preachers/ministers from within the church (in conjunction with current staff and church leaders).
7. To encourage ministerial staff to lead joyfully and effectively in alignment with church vision/mission.
8. To help address any issues, if necessary, in preparation for the future pastor and his family.
9. To ensure adequate pastoral care of the staff, leadership, and congregation.
  - He will not be the only provider of pastoral care.
  - He will work with staff, church council, and volunteers to ensure all ministries of the church are functioning.
10. To work with the worship leaders/pastors in planning and delivery of Sunday worship/special services.
11. To provide evaluation of overall church health and help develop actions for correction or improvement:
12. To always uphold the integrity, doctrines, values, statement of faith, constitution, and by-laws of the church.

### Reporting Structure and Authority

1. The Church Council will grant the interim pastor authority to accomplish above responsibilities.
2. The interim pastor will operate under the authority of and reports to the CBC Church Council.
3. The interim pastor will not have authority to hire/fire, operate outside of budget, constitution, and by-laws.
4. The interim pastor will not have authority in major decision making but can offer suggestions freely.
  - The burden of decisions belongs to the church.
5. The interim pastor is not a member of any committee and will not vote at any meetings.
6. The interim pastor can attend meetings deemed necessary or as requested.

### Compensation

Both parties have agreed upon \$1,250 (of which \$250 will be applied towards per diem) a week. The church will withhold appropriate taxes and provide a W-2. No insurance or retirement will be provided to the interim pastor.



Ross Winton

Representative of the CBC Church Council

Date: 01/17/2024

Alex G. Gonzales

Interim Pastor

Date: 01/17/2024