

Intentional Interim Pastor Covenant

This Covenant is between First Baptist Church of Killeen, an autonomous Southern Baptist church located in Killeen, Texas, and Dr. John Vassar, hereafter “the Interim Pastor,” for the purpose of providing Pastoral leadership during a season of transition as the church prepares to call its next senior Pastor.

1. Purpose and Nature of the Covenant

This covenant affirms that:

- The role of the Interim Pastor is temporary, pastoral, and transitional, not permanent.
- The Interim Pastor will not be considered a candidate for the senior Pastor position.
- The church, under the lordship of Jesus Christ and guided by Scripture, will function according to SBC polity—congregational governance, deacon service, and cooperation with the SBC and its entities.

The Intentional Interim Pastor agrees to shepherd the congregation through a spiritually healthy transition, emphasizing renewal, reconciliation when needed, and readiness to call a new God-called Pastor.

2. Duration of Service

- The interim Pastorate will begin on February 1st, 2026, and continue until:
 - A new senior Pastor is called and begins his ministry, or
 - Either party gives 30 days' written notice of intent to conclude the covenant.
 - Covenant can be extended by mutual consent.

3. Responsibilities of the Intentional Interim Pastor

A. Biblical Preaching and Worship Leadership

- Preach Christ-centered, biblically faithful sermons in alignment with The Baptist Faith & Message 1963/2000.
- Lead or oversee all worship services in cooperation with worship staff/volunteers.
- Administer believer's baptism and the Lord's Supper according to the church's practice.

- Guard doctrinal integrity consistent with BF&M 1963/2000 and the church's statement of faith.
- Attend and oversee either the weekly Prayer meeting or a GROW group.

B. Pastoral Ministry (Will be covered in-house and with temporary care person(s))

- Provide Pastoral care to members, including:
 - Hospital, homebound, and crisis visitation
 - Counseling (short-term, biblical, Pastoral)
 - Funerals and weddings for members (with discretion)

C. Leadership During Transition

- Guide the church through the SBC-recognized intentional interim focus areas, typically including:
 1. Heritage – Reviewing the church's history with honesty and gratitude.
 - Assist and consult with the transition team and search committee as the Pastor and Church profiles are constructed.
 2. Leadership – Assessing leadership structures (Pastor, deacons, committees, staff).
 - Weekly Pastoral Meeting: Sundays at a time convenient to all pastors
 - Deacon's Meeting: Typically, the first or second Sunday at 6:00 PM
 - Pastor Search Committee: Recommend Sunday night, TBA
 - Personnel Committee: Typically, the third Wednesday at 5:30 PM
 - Communicate with the Transition Team as needed
 - Church Conference: Attend the monthly church conference held on the fourth Sunday following the morning service.
 - A conference moderator will be assigned before the meeting.
 3. Mission – Renewing commitment to the Great Commission and Great Commandment.
 4. Relationships – Strengthening unity, reconciling conflict if present.
 - When possible, present for Church wide events, including events such as Christmas musicals, youth performances, and other summative events held by various ministries.
 5. Future – Preparing for and supporting the search process.
 - This includes consulting with both the transition team and search committee as the interim period and search processes continue.

D. SBC Cooperative Identity

- Encourage continued support of:
 - The Cooperative Program
 - SBC missions (IMB, NAMB)
 - Local association and state convention ministries

E. Administrative Leadership

- Meet weekly with staff for planning and coordination.
- Advise (but not vote on) committees and teams, including:
 - Deacon body
 - Personnel or leadership teams
 - Pastor Search Committee
- Provide monthly reports to deacons or the appropriate leadership team.

F. Search Committee Support

- Provide counsel to the Pastor Search Committee regarding:
 - Pastoral profile
 - Election process
 - Communication with the congregation
- Maintain Pastoral neutrality and spiritual encouragement.

4. Responsibilities of the Church

A. Support of the Interim Pastor

- Pray regularly for the Interim Pastor and family.
- Partner with him in the transition process.
- Ensure staff and volunteers cooperate with Pastoral leadership.

B. Compensation

The church will provide:

- Weekly compensation of \$1,180 (\$59/hour for 20 hours) to include:
 - Full Sunday
 - Wednesday evening
 - Prep/ administrative tasks
- Ministry-related travel reimbursement at the IRS mileage rate
- \$3200/ month of compensation may be allotted for housing
- Payments will follow the church's regular payroll schedule and comply with SBC/IRS treatment of ministerial compensation.

C. Time Off

- One week of paid vacation for every six months of service
- Reasonable time for SBC/state convention/association meetings or ministry obligations when scheduled in advance
- Unpaid leave for work/ conferences related to full-time university position

D. Administrative and Ministry Resources

- Office space and necessary technology
- Administrative support
- Access to church facilities for ministry needs

5. Boundaries and Ethical Commitments

A. The Interim Pastor Agrees To:

- Live according to the biblical qualifications of Pastor/elder (1 Tim. 3:1–7; Titus 1:5–9).
- Maintain the highest ethical, moral, and financial integrity.
- Uphold confidentiality in counseling and personnel matters.
- Avoid participating in partisan conflicts within the congregation.

The Church Agrees To:

- Respect the Interim Pastor's leadership role and Pastoral authority within the bounds of congregational polity.
- Avoid using the Interim Pastor to settle personal disputes or factional issues.
- Support, not undermine, the spiritual transition process.

6. Termination of the Covenant

- This covenant may be terminated by:
 - Mutual agreement,
 - 30 days written notice from either party, or
 - Immediate termination for moral failure, doctrinal deviation from BF&M 1963/2000, or other serious misconduct.

7. Signatures

For the Church:

Name: Chris Diem

Title/Role: Chairman, Transition Team

Signature: 

Date: 12/12/25

Interim Pastor:

Name: _____

Title/Role: _____

Signature: _____

Date: _____

