



Life and Mission Agency: Agence Vie et Mission

SUGGESTED GUIDELINES FOR REMUNERATION OF INTERIM MODERATORS

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The General Assembly annually sets a minimum stipend and allowance schedule for ministers and professional church workers. Nevertheless, it currently has no denominational policy for setting rates of remuneration for interim moderators. Each presbytery sets its own rate in its standing orders.

The Book of Forms describes the interim moderator's role as follows:

When a congregation becomes vacant, the presbytery of the bounds appoints one of its ministers interim moderator of the session of said congregation. The presbytery usually empowers the interim moderator to proceed to moderation in a call to a minister to fill the vacancy, as soon as the interim moderator has satisfactory evidence that the congregation is ready to make a choice. (Book of Forms 213)

An interim moderator is normally expected to oversee the life and work of a congregation during a pulpit vacancy, to arrange for pulpit supply and pastoral care during the vacancy and to work with the session and search committee throughout the process of calling a new minister.

However, the responsibilities of interim moderators are changing. While there are still typical interim moderatorships serving pastoral charges with pulpit vacancies which will be proceeding to a call, an increasing number of interim moderators are serving in a variety of "pre-searching" or "non-searching" situations.

The following suggestions and best practices are offered for presbyteries to consider when establishing interim moderator remuneration.

- Set the basic remuneration rate for interim moderators in vacancy situations where the congregation is expected to proceed to a call at 10 percent of the fourth increment stipend level in the Minimum Stipend and Allowance Schedule (exclusive of housing

allowance and utilities) or 10 percent of the outgoing minister's stipend (exclusive of housing allowance and utilities), whichever is greater.

- The basic remuneration rate would not include pulpit supply. Pulpit supply is a separate remuneration payable to the interim moderator and others who provide this service. It would also be exclusive of travel, postage, photocopying and other reasonable expenses incurred for which the interim moderator would be reimbursed upon presenting receipts.
- Remuneration would be paid monthly.
- Remuneration could be set at a lower rate, perhaps one-half of the presbytery's basic rate, in circumstances where an interim moderator's typical responsibilities and workload are reduced, as for instance:
 - where an interim moderator has been given permission to start working with a congregation before the incumbent minister has left, with the interim moderator beginning to receive the full rate once the pulpit has been declared vacant,
 - where an interim moderator serves a congregation with a presbytery-appointed interim minister, transitional minister or stated supply minister in place and whose responsibilities are primarily administrative (e.g., reporting to presbytery),
 - where an interim moderator serves a congregation seeking to call an associate or assistant minister with a lead minister in place, or
 - where an interim moderator serves a congregation that is not planning to call a minister and whose responsibilities are mainly supervisory (e.g., arranging for pulpit supply and emergent pastoral care, moderating occasional session meetings).
- Other situations where a presbytery might consider adjusting an interim moderator's remuneration are:
 - where there are co-interim moderators dividing the responsibilities, they would be expected to share the basic remuneration rate on a mutually agreed upon basis; or
 - where an interim moderator is engaged in a discernment process with congregations exploring significant changes and requiring extensive consultation (e.g., realignment in a multi-point charge, amalgamation or closure), the basic remuneration could be increased by 5 percent, reverting to the basic amount if the congregations move into a search and call process.

The above suggestions are offered recognizing each presbytery could adapt and modify them considering differing contexts and needs.

(A&P 2025, p. 202-203, 27)