

Template for Emmaus Baptist Pastor-Church Covenant

The Pastor-Church Covenant will be agreed upon by both the pastoral candidate and Pastor Search Committee. It will then be presented to the congregation as part of the candidate's call to serve as Pastor.

COVENANT BETWEEN _____, Pastor and Emmaus Baptist Church. The membership of Emmaus Baptist Church solemnly and joyfully enters into this covenant with our pastor, _____.

Recognizing the governing principles as defined in the Constitution and By-Laws of the church as adopted, we adopt this covenant as evidence of our commitment to promote a harmonious working relationship between the membership and the pastor. We believe that these mutual agreements and understandings will be of benefit to the church in promoting its ministries and in fostering its continued prosperity and growth.

Each of us promises to support by our prayers and actions this Pastor-Church Covenant. We prayerfully request the leadership and guidance of the Holy Spirit in this endeavor.

ARTICLE I

The Pastor's Expectations of the Church

1. **TRUST** in the pastor as a person of integrity, dedicated to the work of the ministry and as a competent professional person who can manage the use of time wisely.
2. **SUPPORT** for pastor as leader by faithfully praying, and by each member participating in the life and ministry of the church.
3. **CONSULTATION** with the pastor about church affairs before decisions are made so that the church can benefit from the pastor's training and experience and so that the work of the church can be coordinated.
4. **CONCERN** for the pastor and their family as evidenced by prayer support, an annual review of his total compensation, within the budget process.
5. **AUTHORITY** for the pastor to approve or disapprove the coming of guest ministers and religious groups to the church, and to supervise all paid employees of the church.

ARTICLE II

The Church's Expectations of Its Pastor

1. **COMPETENCY** in ministry through well prepared sermons, regular visitation where there is need, pastoral care in crisis situations, administrative and organizational leadership, and the improvement of pastoral skills through continued study.
2. **AVAILABILITY** by having it announced when and where the pastor can be contacted during the week and by letting it be known how the pastor can be contacted while away from the church field.
3. **LEADERSHIP** in worship services, evangelistic outreach efforts, the development of a Christian education program, and the administrative work of the church in cooperation with the church's leaders.
4. **LOYALTY** to the Baptist beliefs as found in the Scriptures, attendance at denominational meetings, support for the denominational mission programs.
5. **COOPERATION** with civic and community organizations and with compatible interdenominational endeavors.
6. **MAINTAINCE** of an ongoing relationship with Jesus Christ through daily devotions and daily prayer.

ARTICLE III

The Pastor's Obligation to the Church

1. To fulfill the duties of the office of pastor as a servant of the church rather than the church's ruler who always knows what is best.
2. To seek to meet the spiritual needs of his people through biblical preaching and teaching and to refrain from proclaiming his own opinions as the Word of God.
3. To meet the reasonable expectations of the congregation as its minister while at the same time living their own life as they believe God would have them do.
4. To manage their money with integrity so as not to injure the witness of the church.
5. To accept the church as an imperfect organization composed in imperfect people who must be loved and forgiven, to work with the elected leaders of the church, and be the pastor of all the people in the church.
6. To acknowledge the constructive criticism from the congregation can be helpful and to be open enough to accept it and profit by it.
7. To recognize the availability for assistance from local and state Baptist agencies.

ARTICLE IV

The Church's Obligation to Its Pastor

1. To respect the office of pastor and to support the pastor's ministry for as long as the person holds that office to which the church has called them.
2. To guarantee the freedom of the pulpit so that the pastor can preach their convictions in their own manner and style as the Spirit of God leads them in accordance with the Scriptures.
3. To allow the pastor to be them self instead of trying to fit into some ministerial mold and to expect no more of their family than any other family in the church.
4. To provide for the pastor's support to the best of the church's ability and to review annually the pastor's compensation as an evidence of the church's care and concern for their welfare.
5. To recognize that because the pastor is human, they make mistakes and need forgiveness like everyone else and that because of the limitation of time they may not be able to fulfill everybody's expectation.
6. To confer with the pastor about any accusation made against them instead of discussing it in secret and to refrain from passing judgement upon them until they have had the opportunity to defend them self.

ARTICLE V

Matters of Mutual Agreement

1. The church shall have a Pastor Church Relations Committee to work with the pastor in keeping this covenant up to date, abiding by the guidelines adopted for the relationship, reviewing compensation and time arrangements, arranging for mutual evaluation sessions, handling criticisms of the pastor and hearing their complains, helping with staff difficulties, and dealing with any problems that may arise.
2. When the pastor moves to the community in which the church is located, the church shall pay their moving expenses.
3. If there is a disruptive conflict in the church, the pastor and the deacons shall mutually agree to seek competent help from associational or state Baptist agencies.
4. If the pastor is dismissed in the event of not fulfilling pastor obligations to the church, they will receive 2 months salary and benefits. They shall not be expected to fill the pulpit or perform pastoral ministries during that time. Under ordinary circumstances the pastor shall give the church sixty (60) days' notice of their resignation.
5. In the event of the pastor not fulfilling Article II and / or Article III to the church, termination shall be determined by a motion from the Deacon Board to proceed with the termination process. This process consists of a special business meeting of the church being called by the Chairperson of Deacons with announcement made in regular worship service at least 2 weeks prior. A vote of $\frac{3}{4}$ of those present is required for dismissal.

ARTICLE VI

Annual Salary Compensation - the annual salary compensation shall be \$_____, to be allocated to insurance, housing, retirement, $\frac{1}{2}$ of Social Security, etc. as set up by her/him with the church treasurer.

ARTICLE VII

Annual time Agreement

The church acknowledges that the pastor's work cannot be rigidly regulated because of the nature of pastoral ministry. Crisis situations and emergencies along with meetings and a heavy schedule may alter the pastor's schedule and sometimes necessitate rearranging their work and or leisure. The pastor maintains regular church office hours for the purpose of church administration, counseling with any person, and discussing church or personal matters with any church member. The primary purpose of scheduling regular office hours is to make the pastor available to church members. If the pastor is away during office hours due to an emergency, a need in the community, or denominational activities, the chairperson of the Deacon board will be able to take a message and notify the pastor upon his return.

1. Work Schedule – The pastor's normal work week will be 40 hours per week. Office hours are to be posted and or announced, yet are negotiable.
2. Vacation – The pastor will have three (3) weeks paid vacation. The vacation should be scheduled to ensure that the Pastor will not be away from the church for more than two (2) consecutive Sundays. Pastor has the option to bank one week of vacations which will be compensated in the event of their resignation. Otherwise, vacation may not be accumulated.
3. Holiday Pay –
 - a. The pastor shall receive the following paid holidays:

New Year's Day	Independence Day
Good Friday	Labor Day
Easter Monday	Thanksgiving Day (2)
Memorial Day	Christmas Day
 - b. If a holiday falls on Saturday, Friday will be observed. If a holiday falls on a Sunday, Monday will be observed, if a holiday falls on a Wednesday, Thursday will be observed.
 - c. If the pastor is required to work a scheduled paid holiday, they shall be entitled to substitute another work day.
4. Study Leave/Revival and Outside Speaking Engagement Time – the pastor will have two (2) nonconsecutive weeks for the privilege of attending conferences, assemblies, revivals, or retreats as they deem necessary which may include only one (1) Sunday that does not prevent nor hinder the church program.

5. Pulpit Supply – The church will pay for the pulpit supply for the following reasons:
 - a. Pastor's vacation
 - b. Pastor in revival, study leave, or outside speaking time
 - c. Week of Denomination Convention, when necessary to leave early due to location of convention
 - d. Illness

The pastor shall be responsible for securing the pulpit supply unless physically unable to do so.

6. Sick Leave – The pastor will be granted sick leave of two (2) Sundays per calendar year not to be accumulated. At the termination of their services to the church, no sick leave will be compensated.
7. Long Term Disability – In the event of a disabling accident or illness the church will continue to pay the pastor their usual compensation through the second (2nd) month of their disability. This does not include preexisting conditions.
8. Funeral Leave – The pastor will be granted three (3) days leave for the death of a member of the immediate family and one day's leave for all others.
9. Church Auto Mileage Reimbursement – The pastor shall be reimbursed for all miles driven at the current IRS rate. *(Called Business Meeting 9-21-2008)*

This covenant is entered into with the prayer that the ministry of this church and the ministry of the pastor will bring glory to God and will advance His Kingdom.

Signed by:

Pastor: _____
Signature

Print

Trustees: _____
Signature

Print

Trustees: _____
Signature

Print

Trustees: _____
Signature

Print

Signed on _____