

PROPOSED
PASTOR-CHURCH COVENANT OF RELATIONSHIP

This Covenant between _____, Pastor, and First Southern Baptist Church, at 1715 West Second Avenue, Durango, Colorado is entered into for the purpose of providing clear understandings concerning relationships and responsibilities necessary to bring glory to God through the growth of both the church and the pastor throughout the tenure of his ministry.

The church and pastor are pleased to enter this covenant, effective _____. This covenant shall continue as long as both the pastor and church believe it is God's will for them.

Led by the Spirit of God, the pastor agrees to:

- Seek the mind of Christ and the guidance of the Holy Spirit in all things.
- Be a person of integrity in his family, the church, and the community.
- Be loving and gracious to all.
- Be diligent in work according to a work schedule shared with the church.
- Use his ministry gifts, knowledge, and wisdom to glorify Christ through the church.
- Provide spiritual leadership to the church.
- Lead the church in planning and implementing ministries that fulfill the Great Commission.
- Preach to instruct, inspire, and enable the church for ministry.
- Coordinate baptismal services; officiate weddings and funerals; or delegate these responsibilities.
- Mediate conflict to produce healthy, productive relationships in the church.
- Lead the church staff; delegate responsibilities to staff members or church officers.
- Lead the church leadership team (church council) in its tasks or delegate responsibility.
- Counsel other church leaders and ministry teams regarding their work.
- Evangelize the lost through preaching and also personally as a disciple of Jesus Christ.
- Care for persons with special needs and lead others to be involved in caring ministries.
- Respect the ministry gifts of church members and encourage their growth and involvement in the life of the church.
- Represent the church in community and denominational activities.

Led by the Spirit of God, the church agrees to:

- Be loving and gracious to the pastor and his family.
- Pray for spiritual power in his life and work.
- Relate to him respectfully as God's anointed leader for this task.
- Support his leadership with active participation in the ministries of the church.
- Talk with him about personal concerns instead of talking about him to others.

- Provide the resources for doing the work to which he is committed, including competent and loyal staff members, as needed.
- Provide a salary and benefits commensurate with the duties of his office.
- Free him to do the work for which he is called as other church leaders and members fulfill their responsibilities.
- Provide a fair, impartial, and constructive ministry review annually.

The church and pastor agree to the following work schedule: A minimum of 20 hours per week in Prayer, Preparation and Message Delivery, Church Administration, and Visitation. Inasmuch as the pastor has responsibilities that cannot be measured in definite schedules of time, he will give care to scheduling his time and activities to best serve the Lord and the interests of the church, allowing time for personal family needs. He is encouraged to have two days off per week while being on call in times of crisis intervention. Church members will regard the time needed for prayer, study and preparation as vital to the ministry and, whenever possible, arrange consultation and counsel at other times. Generally, will be available to schedule appointments as the need arises. Generally, one day per week will be church business and administration day. Ideally, some regularly scheduled office hours are to be included on church business day.

Salary, housing, benefits, and expenses

The following is what the church will provide the pastor:

- Salary / Housing \$3,500 (inclusive) /month (\$42,000/year) payable on the last day of the month of service.
- Specific travel and per diem costs for training and meeting attendance will be paid for by the church under separate reimbursement payment up to \$750/year without further church approval.
- Meeting expenses above the budgeted amount of \$750.00 would require church approval.
- The pastor is free to take up to three weeks per year of time away from the ministry for vacation with full compensation. All U.S. holidays are considered paid work days in the calendar year.
- The church will pay for the expenses and honorarium for the preacher who will substitute for the pastor.
- Benefits-TBD

This COVENANT OF RELATIONSHIP is entered into by:

_____ , Pastor

_____ , Deacon Chairman

_____ Date