

SAMPLE MINISTER-CHURCH AGREEMENT

Baptist Church Pastor

THE CHURCH AND THE MINISTER AGREE

Spiritual Support

[Example] In awareness of the support needed for ministry together, the congregation and minister mutually agree to support one another in private and public prayer.

Building the Relationships

[Example] To develop the relationships and trust necessary to a long-term minister-church partnership, the church and minister agree to involve the region staff in the process of reviewing and building the relationship.

THE CHURCH AGREES

Compensation

In awareness of regional minimums, and the experience and education of the person we are calling, we agree to provide total annual compensation of \$_____ in the form of cash salary and suitable housing.

The annual cash salary shall be \$ _____.

The housing arrangement shall be:

An annual housing allowance of \$ _____ which shall be used as determined by the minister, to buy or rent a home including utilities, furnishings, and appurtenances to the home.

Reimbursement of Ministry Expenses

To provide reimbursement for professional expenses incurred by the minister in the exercise of the church's ministry as follows:

Automobile expense will be reimbursed at the current IRS mileage rate of _____ cents per mile, up to a maximum of \$_____.

The expenses incurred by the minister as a delegate to the area/regional annual meeting and/or continuing education up to \$_____ and _____ weeks for study annually.

Fringe Benefits

Retirement: to provide the full Ministers and Missionaries Benefit Board (MMBB) benefits and protections for the minister and family.

The church will cooperate with the minister in any salary withholding arrangements as may be desired, e.g., the minister's membership in the Annuity Supplement Plan (TAS) and Flexible Spending Accounts.

Disability

In the event that the minister is disabled from illness and/or accident and unable to continue the responsibilities required, the church agrees to coordinate benefits with those available through Social Security and the MMBB in order to safeguard the well-being of the minister and the minister's family.

If the period of disability is for a period of three (3) months or less, the church agrees to continue full salary and benefits.

If the period of disability extends beyond three (3) months, the church agrees to work with MMBB to make application for disability benefits and reach an agreement for service and remuneration, which would safeguard both the interests of the minister and the church.

Note: This benefit is only in effect after the minister enrolls in the Retirement/Death Benefit Plans.

Vacation

To provide an annual paid vacation of _____ weeks. The minister shall coordinate the use of vacation time with the appropriate church body. A reasonable amount of time devoted to sharing in state and national work, continuing education experiences, giving leadership at camps and conferences, and similar activities shall not be considered as part of the vacation period.

Review

To review, at least annually, the matters contained in this agreement with a view toward making such changes as may be mutually desirable and acceptable, and in conformity with inflationary pressures.

In case of disagreement over conduct or interpretation of this agreement or the Covenant and Code of Ethics, the church and/or the minister will seek the services of region staff.

THE MINISTER AGREES

To provide ministerial leadership for the Baptist Church, beginning date.

To seek to maintain a cooperative relationship with Association, Area, the _____ Region, and the American Baptist Churches, U.S.A.

To endeavor to fulfill the Covenant and Code of Ethics for Professional Church Leaders of the ABC/USA.

To serve in the ministerial relationship with the church until such time as it is terminated in accordance with the constitution and/or bylaws of the _____ Baptist Church, _____ Region. It is understood that the termination by either minister or church requires _____ days notice, unless a shorter notice is mutually agreeable.

Signed/Dated _____
(Minister)

Signed/Dated _____
(Steering Committee)

Signed/Dated _____
(Steering Committee)

Signed/Dated _____
(Steering Committee)

Signed/Dated _____
(Steering Committee)

Signed/Dated _____
(Steering Committee)