Sample

Pastor-Church Covenant

**Between**

**\_\_\_\_\_\_\_\_\_\_ Church and**

**\_\_\_\_\_\_\_\_\_\_\_\_, Pastor**

**THE CHURCH AND THE PASTOR AGREE**

**Spiritual Support**

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

**Building the Relationships**

To develop the relationships and trust necessary to a long-term pastor-church partnership, the church and pastor agree to involve the region staff of Mission Northwest (ABC/Northwest) in the process of reviewing and building the relationship.

**Ministry Goals**

*Goals speak to actions and activities. This list should be general (3 to 5 items) and should keep in mind the agreed to time available for pastoral work.*

* **Pastoral Leadership Expectations**

Based on position description or provide a general description of how the pastor will be involved in leading the church

* **Congregational Leadership and Membership Expectations**

Taking in to account the kinds of expectations for pastoral leadership named above, develop a description of how the congregational leadership and members will assist and support the pastor in giving this kind of leadership.

**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 pastor, to buy or rent a home including utilities, furnishings, and appurtenances to the home.

OR

The congregation shall provide a parsonage and pay $\_\_\_\_\_\_\_\_ for utilities.

**Reimbursement of Professional Expenses**

To provide reimbursement for professional expenses incurred by the pastor 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 pastor 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 pastor and family.

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

**Disability**

In the event that the pastor 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 pastor and the pastor’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 pastor and the church.

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

**Vacation**

To provide an annual paid vacation of \_\_\_\_\_weeks. The pastor 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 the end of 6 months and then again before the end of the first year, the matters contained in this agreement with a view toward making such changes as may be mutually desirable and acceptable, taking into account 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 pastor will seek the services of region staff.

**THE PASTOR AGREES**

To provide pastoral leadership for the \_\_\_\_\_\_\_\_\_ Church, beginning \_\_\_\_\_\_\_\_\_.

To work a minimum of \_\_\_\_\_ hours/week in the ministry of this congregation and regularly report goals and progress regarding work on these goals to \_\_\_\_\_\_\_\_\_\_ (leadership group of the church).

To seek to maintain a cooperative relationship with neighboring sister churches of Mission Northwest (ABC/Northwest), Mission Northwest at large and the mission efforts of ABC/USA. Attendance at the local Leadership Learning Community (LLC) is expected.

To abide by the Covenant and Code of Ethics.

To serve in the pastoral relationship with the church until such time as it is terminated in accordance with the constitution and/or bylaws of the \_\_\_\_\_\_\_\_\_\_\_\_\_\_ Church, and Mission Northwest. It is understood that the termination by either pastor or church requires \_\_\_\_\_ days notice, unless a shorter notice is mutually agreeable.

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Signed/Dated by Pastor

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Signed/Dated by Moderator

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Signed/Dated by Chair of Search Team