

TOOL 4

PASTOR-CHURCH COVENANT OF RELATIONSHIP

This covenant between _____ (pastor) and _____ Church
at (address) _____

is entered to provide clear understandings about relationships and responsibilities necessary to bring glory to God through the growth of the church and the pastor throughout the tenure of his ministry.

The church and the pastor are pleased to enter this covenant, effective _____ (date).

This covenant shall continue as long as both the pastor and the church believe it is God's will for them.

Led by the Spirit of God, the pastor agrees to the following.

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

Led by the Spirit of God, the church agrees to the following.

1. Be loving and gracious to the pastor and his family.
2. Pray for spiritual power in his life and work.
3. Respectfully relate to him as God's anointed leader for this task.
4. Support his leadership with active participation in the church's ministries.
5. Talk with him about personal concerns instead of talking about him to others.
6. Provide resources for doing the work to which he is committed, including competent and loyal staff members, as needed.

7. Provide a salary and benefits commensurate with the duties of his office.
8. Free him to do the work to which he is called as other church leaders and members fulfill their responsibilities.
9. Annually provide a fair, impartial, and constructive ministry review.

The church and the pastor agree to the following work schedule.

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 and family needs. He is encouraged to have two days off each week while being on call in times of crisis. The pastor and the church will be best served if the pastor establishes a schedule of office hours and informs members of the schedule. The pastor's responsibilities require many hours of isolation for prayer, study, and preparation. Church members will regard this time as vital to the ministry and, whenever possible, arrange for consultation and counsel at other times.

The church and the pastor agree to the following salary, housing, benefits, and expenses (see tool 5 for descriptions).

The church will provide for the pastor as spelled out on the attached checklist (see tool 6):

1. Salary
2. Housing
3. Protection benefits
4. Ministry and continuing-education expenses
5. Vacation, leave, and sabbatical

When the pastor search committee and the pastor agree on the conditions of this covenant of relationship, the committee will recommend that the church adopt the covenant and call the pastor.

This covenant of relationship is entered by:

Pastor

Chairman, Pastor Search Committee

Date