

(Sample Covenant)

A COVENANT BETWEEN
_____, (Position) and _____ Baptist
Church

The membership of the _____ Baptist Church solemnly and joyfully
enters into this covenant with our (Position), _____.

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 (Position). 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 (Position)r-Church Covenant. We prayerfully request the leadership and guidance of the Holy Spirit in this endeavor.

The (Position)'s Expectations of the Church

1. TRUST in the (Position) 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 the (Position) as leader by faithfully praying and by each member participating appropriately in the life and ministry of the church.
3. CONSULTATION with the (Position) about church affairs before decisions are made regarding ministries related to this position so that the church can benefit from this person's training and experience and so that the work of the church can be coordinated.
4. CONCERN for the welfare of the (position)'s own welfare as well as that of the (position)'s family as evidenced by prayer support and an annual review of the total compensation within the budget process.
5. AUTHORITY for the (position) to supervise all paid employees of the church related to this ministry.

The Church's Expectations of Its (Position)

1. COMPETENCY in ministry through professional direction, training and leadership for all related ministries, regular visitation where there is a need, administrative and organizational leadership, and the improvement of ministry skills through continued study.
2. AVAILABILITY to be contacted during the week and by providing contact information while away from the church field.
3. LEADERSHIP in the development of ministry-related ministry programs and events and the administrative work of the church in cooperation with the church's leaders.

4. LOYALTY to Baptist beliefs as found in the Scriptures, attendance at denominational meetings, and support for the denominational mission programs.
5. COOPERATION with compatible inter-denominational endeavors.

The (Position)'s Obligation To the Church

1. To fulfill the duties of the office of (position) as a servant of the church.
2. To seek to meet the spiritual needs of the congregation through biblical teaching and to refrain from proclaiming personal opinions as the Word of God.
3. To meet the reasonable expectations of the congregation as its minister while at the same time living a life sensitive to the personal direction and leadership of the Holy Spirit.
4. To manage money with integrity so as not to injure the witness of the church.
5. To accept the church as an imperfect organization composed of imperfect people who must be loved and forgiven, to work with the elected leaders of the church, and to focus service toward the people of the church who relate in any way to this ministry.
6. To acknowledge that 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.

The Church's Obligation To Its (Position)

1. To respect the office of (position) and to support this ministry.
2. To allow the (position) the freedom to be creative and innovative in the ministry under the leadership of the Lord, and to expect no more of the (position)'s family than any other family in the church.
4. To provide for the (position)'s support to the best of the church's ability and to review annually the (position) compensation as an evidence of the church's care and concern.
5. To recognize that the (position) is human and makes mistakes and needs forgiveness like everyone else and because of the limitation of time may not be able to fulfill everybody's expectations.
6. To confer with the (position) about any accusation instead of discussing it in secret and to refrain from passing judgment, but instead to provide an opportunity for responding to the accusation.

Matters of Mutual Agreement

1. The church shall have a minister-church relations committee to work with the (position) 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 (position), and hearing complaints by the (position), helping with staff difficulties, and dealing with any problems that may arise.
2. When the (position) moves to the community in which the church is located, the church shall pay moving expenses.
3. If there is a disruptive conflict in the church, the (position) and the church members shall mutually agree to seek competent help from associational or state Baptist agencies.
4. If the (position) is dismissed, three (3) months salary and benefits (not including expenses) shall be paid as severance pay or until other employment is secured, whichever comes first. The departing (position) shall not be expected to perform normal ministry duties during that time. Under ordinary circumstances, when resigning, the (position) is expected to give the church thirty (30) days notice.