

PASTOR-CHURCH COVENANT AGREEMENT AND TERMINATION CLAUSE

The following covenant between _____ (Pastor) and _____ (Church) establishes the expectations and responsibilities of the pastor toward the church and the church toward the pastor.

GOVERNING PRINCIPLES FOR PASTOR AND CHURCH:

- A. Scripture affirms that this relationship is to be entered as the result of the work of the Holy Spirit. (1 Cor. 12:2-14)
- B. Scripture affirms that those who labor for the Gospel deserve the church's support and respect. (Luke 10:4-7, 1 Cor. 9:14, 1 Tim. 5:17; Heb. 13:17).
- C. Scripture affirms that all relationships are to be undertaken in love and are to be governed by justice and fairness. (Exodus 19:6 through Exodus 20)
- D. The Minister is recognized as a skilled person with high responsibility for which long years of preparation and training have been required. The Minister is expected to continue to develop skills and knowledge in the tradition of those long years of preparation and training and, to that end, such time as is necessary and reasonable shall be made available for that pursuit.
- E. The compensation to be paid and the benefits to be afforded will be fair and just and in accordance with other professionals of similar education and experience.
- F. The Congregation covenants to be supportive and to participate in each of the areas in which the Minister shall have responsibility or oversight. It is the intent of this covenant that the Pastor not work alone in meeting the objectives and mission of this Church, but that it be a shared relationship.

THE PASTOR WILL COVENANT TO:

- 1. Seek the mind of Christ and the guidance of the Holy Spirit in all things.
- 2. Be a person of integrity to their family, the church, and the community.
- 3. Be loving and gracious to all.
- 4. Be diligent and conscientious in their work.
- 5. Provide spiritual leadership to the church as Christ's under-shepherd.
- 6. Lead the church in planning and implementing ministries that fulfill the Great Commission.
- 7. Preach the Word of God, whether the time is favorable or not. Patiently correct, rebuke, and encourage people with good teaching. 2 Tim. 4:2 (NLT)
- 8. Coordinate communion and baptismal services, officiate weddings and funerals, or delegate these responsibilities as is fitting.
- 9. Mediate conflict to produce healthy, productive relationships in the church.
- 10. Lead the church staff and church leadership team in its tasks.
- 11. Counsel other church leaders and ministry teams about their work.
- 12. Evangelize the lost through preaching and make it a priority to disciple people to follow Jesus Christ.

13. Care for persons with special needs and lead others to be involved in caring ministries.
14. Respect church members' ministry gifts and encourage members' growth and involvement in the life of the church.
15. Represent the church in community and denominational activities.

THE CHURCH WILL COVENANT TO:

1. Be loving and gracious to the pastor and his family.
2. Pray for spiritual power in the pastor's life and work.
3. Show respect and honor to the pastor as God's shepherd.
4. Support the pastor's leadership with participation in the church's ministries.
5. Talk to the pastor about personal concerns instead of talking to others.
6. Provide resources for doing the work, including competent and loyal staff members, as needed.
7. Provide a salary and benefits commensurate with the duties of their office.
8. Free the pastor to do the work to which they are called.
9. Annually provide a fair, impartial, and constructive ministry review giving due consideration to helping the pastor address any areas of professional development with the church's full financial support where applicable.

The church and the pastor agree to the following compensation, benefits and expenses:

1. Salary _____
2. Housing _____
3. Medical, Dental, Disability, Life Insurance benefits _____
4. Auto allowance _____
5. Expense allowance _____
6. Pension _____
7. Ministry and continuing-education expenses _____
8. Vacation _____
9. Statutory Holidays _____
10. Study leave time _____
11. Sabbatical Qualifications _____
12. Moving Costs: _____

All financial matters related to the pastor's compensation shall be reviewed at least annually and shall be adjusted at the very minimum for the cost of living where necessary. Any adjustments agreed to the pastor's compensation package shall be in writing and signed by both parties.

TERMINATION CLAUSE AND AGREEMENT:

We further promise and obligate ourselves that termination shall not occur without our having first conducted ongoing and regular performance reviews with you and having

given you proper remedial instruction and resources to address those performance concerns.

We will practice procedural safeguards and due process to you, including as a minimum the opportunity for you to be advised in writing of the complaint or performance issue that warrants termination, and for you to be given an opportunity to respond, and to be represented before the Church Board that is responsible for the termination decision.

In the event of involuntary termination, for any cause other than criminal activity, sexual misconduct or financial malfeasance, the pastor shall be afforded as severance benefits a continuation of their then current salary and benefits for a period of time consistent with their employment laws of their province.

Unless waived by the Pastor, no adverse action concerning the Pastor shall be taken without a hearing before the entire church leadership of the Church at which the Pastor may face his or her accusers, present evidence in their defense and be represented by the person of his or her choice.

In case of criminal activity, sexual misconduct or financial malfeasance, in an effort to be redemptive and in consideration of your family and with respect for your past ministry to this church, you shall be afforded a continuation of your then current salary and benefits for a period of one month after your termination.

Apart from the sums due under this agreement the Pastor hereby represents and warrants that he/she has no further claims of any kind or nature against the Church relating to or arising out of his/her employment as Pastor of the Church. To that end, the Pastor hereby releases any and all claims he/she has against the Church and similarly, the Church releases any and all claims it might have against the Pastor.

The Pastor and the Church agree to keep the fact that this agreement has been reached and the details confidential and shall not reveal the terms to any person, firm, corporation or other church, without the prior written consent of the other party.

In addition to all of the other provisions hereto the Church shall also pay to the Pastor an amount up to \$ _____ to be used by the Pastor and/or his/her family for counseling or retraining. Any such counseling or retraining must be initiated within six (6) months of the date of the Pastor's termination and the Church's responsibility ends after six (6) months of counseling. The Church shall pay only the exact costs of the counseling or retraining up to the costs incurred during the six months stated above.

In the event of the Pastor's death during the term of this agreement, all of the benefits and obligations accruing to the Pastor shall accrue to the benefit of his/her estate for the full period of this agreement.

This agreement is consistent with and authorized by the governing body of the Church having authority over matters of this nature.

This agreement, as executed and delivered by the governing body on behalf of the Church, creates a binding, irrevocable legal obligation of the Church that cannot be amended, modified or rescinded without the Pastor's consent, in writing.

A majority vote at a called business meeting of the Congregation, if requested by the Pastor, may modify or reverse the decision of the Church's Leadership regarding termination, and may increase (but not decrease) the financial provisions of their termination. In any event, the church and its leadership shall follow proper provincial employment law in all these matters.

Any termination shall be kept confidential and reference language will be agreed upon by the parties at the time of termination and signed by each party.

When the pastoral search committee and the pastor agree on the conditions set forth in this covenant and termination clause and agreement, the committee will recommend that the church adopt this covenant in its entirety and extend a call to the pastor.

IN TESTIMONY WHEREOF, this covenant is entered into by _____ (church)
and _____ (pastor) and we have subscribed our names this
_____ day of _____ A.D. _____.

Chairperson of the Board

Pastor

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