

Pastor-Church Covenant
Updated April/May 2026
To be voted on by Church May 24th, 2026

1. The Pastor's Responsibility to the Church:

- **1.01** To proclaim the gospel with the goal of reaching persons for Christ and fostering academic, emotional, social, and spiritual growth.
- **1.02** To love and affirm persons and families within the fellowship without bias or prejudice.
- **1.03** To provide counseling to members and nonmembers and to keep confidential such communication.
- **1.04** To serve as administrator of the church's ministries, programs, committees, and organizations by facilitating communication, providing pastoral counsel and leadership as needed, and assisting in the development, coordination, and implementation of ministry and mission efforts. Committee and organization chairpersons shall retain responsibility for the duties of their offices, with all committees and organizations remaining accountable to the church from which their authority and responsibilities are derived.
- **1.05** To serve as an ex officio member of the Church Council, the deacon body, and other church committees as appropriate. In this role, the pastor shall provide guidance, expertise, and counsel, but shall not have voting privileges. While the Personnel Committee is responsible for staffing matters, the pastor's counsel shall be sought as appropriate.
- **1.06** To give primary oversight and direct the church office, supervising the church secretary, overseeing that the church calendar is maintained, representing the church to visitors and other persons who might come in contact with the church, advising other church members of information they need to carry out their duties as church officers, and serving in other reasonable activities relative to the church office.
- **1.07** To establish church office hours and generally seek to maintain those office hours for the benefit of all church members and the related business of the church.
- **1.08** In conjunction with other staff and/or deacons, visit the sick, the elderly, and the bereaved and to maintain contact with the membership as a whole.
- **1.09** To be an encourager to persons, programs, and ministries of the church family.
- **1.10** To be actively involved in and supportive of the local Baptist association, the Baptist State Convention of Kentucky, the Auburn Ministerial Association, and the denomination in its work and ministries.

2. The Church's Responsibility to the Pastor:

- **2.01** To pray for the pastor's ministry, affirm efforts, and work with the pastor and family.
- **2.02** To show sensitivity to the physical, spiritual, and emotional needs of the pastor and family.
- **2.03** To allow the pastor full responsibility for the preaching program of the church with privilege of calling on others for participation.
- **2.04** To allow the pastor full responsibility for the administration of the ordinances of baptism and the Lord's Supper as shared in the fellowship and to receive new members and assist in their orientation.
- **2.05** To support the pastor in the church's preaching ministry and to cooperate with the pastor by suggesting programs and providing groups such as the deacons to act as a sounding board.
- **2.06** To acknowledge that we are all imperfect human beings seeking to serve a perfect God.
- **2.07** To be willing to inform the pastor of misunderstandings so that wrongs may be righted.

3. Working Guidelines:

- **3.01** A call to serve as pastor will also include a signed covenant agreement that has been read and approved by the members and signed by the deacon chairman or moderator of the church.
- **3.02** The church shall be responsible for insurance on contents of the pastor's study at the church and malpractice insurance as appropriate.
- **3.03** The church will provide cell phone reimbursement to the pastor.
- **3.04** This covenant agreement shall be reviewed annually and renegotiated as necessary. The pastor and congregation must concur on any change.

4. Employment Guidelines:

- **4.01** The pastor is directly responsible to the congregation in the performance of ministry. The pastor shall meet quarterly with the personnel committee of the church for assessment of ministry. The pastor shall, with the deacons, oversee the pastoral care and nurture of the church members and provide for a continuing, diversified program of ministries among the members.
- **4.02** The pastor is expected to be a full time pastor for New Friendship Baptist Church and to be on call for emergencies as needed.
- **4.03** The pastor will give the deacons a monthly update on visits, membership and personal needs, and church activities. After particularly strenuous times that demand excessive work hours during the church year, the pastor is encouraged to take time off for rest and relaxation.
- **4.04** The pastor will be allowed four weeks vacation, including four Sundays. The pastor is encouraged to take a sabbatical after 7 years of service.
- **4.05** The pastor is allowed sick leave with full salary and benefits. For a prolonged illness, continued payment will be at the discretion of the church.
- **4.06** The pastor is allowed two Sundays per year for revivals or two Sundays for continuing education.
- **4.07** The pastor is responsible for securing the pulpit supply when absent. The deacons will assist when the pastor is unable.

5. Financial Care:

- **5.01** The church will be responsible for moving expenses related to relocation of the pastor.
- **5.02** The church encourages the pastor to choose and purchase or rent a home that is no more than approximately 30 minutes from the church.
- **5.03** Regular pay periods will be weekly upon an agreed start date.
- **5.04** When the position of pastor becomes vacant, care will be given to minimize harm to the pastoral family and to the church's witness. See Pastor Section of church bylaws for financial care upon vacancy.