

**Pastor – Church Covenant  
between Calvary Baptist Church of Mount Airy, North Carolina  
and  
Rev. Alex Martin**

The congregation of Calvary Baptist Church and Rev. Alex Martin do hereby enter into a covenant relationship for the purpose of ministry and pastoral leadership. This agreement is to begin on or about September 18, 2011.

**Mutual Goals**

This covenant is predicated on the *belief* that the God revealed to us in Jesus is the Lord of the church, the *understanding* that the church needs leadership to maintain a healthy congregational life, and the *desire* for ongoing development of the church's ministry vision to enhance its participation in the work of God's kingdom. Through this covenant, therefore, the church's members, its leaders and the pastor are seeking to be sensitive to the guidance of the Holy Spirit and to strengthen the mission and unity of Calvary Baptist Church.

**Covenant Concerning the Pastor's Ministry**

Rev. Alex Martin desires to partner with the people of Calvary Baptist Church in such a way that God's kingdom is advanced and that his ministry blesses the church and the community. Therefore, he enters into this covenant...

- To be a fully devoted follower of Jesus Christ by seeking personal transformation through prayer and engagement with scripture; by offering to God the best of his time, talents and resources; by caring faithfully and lovingly for his family; and by building healthy relationships with people in Calvary Baptist Church and in the Mount Airy community.
- To be an equipper of others by affirming their gifts; and by supporting and encouraging them as they seek to use those gifts for God's glory.
- To be a servant of God and the church by looking not only to his own interests but also to the interests of others; and by joining with the members of Calvary Baptist in all the tasks and ministries that enhance our common life.
- To work with the members and leaders of Calvary Baptist Church to facilitate a shared life and ministry that embrace the full purpose of God...
- Worship that is passionate, creative, and authentic to the congregation and its context;
- Fellowship that offers love, encouragement, accountability and grace;
- Discipleship that promotes genuine life change and that offers everyone an opportunity to grow in the character of Jesus;
- Ministry that allows everyone to discover and enhance their God-given capacity to make a difference; and
- Mission that engages our community and our world with the good news of God's kingdom through word and deed.

## **Covenant Concerning the Pastor's Duties**

Rev. Alex Martin desires to provide pastoral leadership that blesses the members of Calvary Baptist Church and that builds the ministries of the congregation. Therefore, he enters into this covenant...

- To share and live the gospel with the goal of reaching people for Christ and promoting their spiritual, intellectual, social and emotional growth.
- To love and affirm persons and families within the fellowship of the church without bias or prejudice.
- To provide responsive pastoral care for the sick, the bereaved and others who are going through times of crisis.
- To offer supportive and confidential counseling to members and prospective members.
- To respect the ministry gifts of church members and to encourage their growth by providing and promoting training that enhances their service and leadership.
- To coordinate the congregation's worship with church staff and other church members and to provide worship leadership through preaching and the administration of baptism and the Lord's Supper.
- To work with the staff, deacons, committees, organizations, and teams of the church to develop programs of ministry and missions. Staff members and the chairpersons of committees, organizations, and teams will have the responsibility of their offices, but the pastor shall offer expertise, advice, and counsel as desired or needed.
- To supervise and administer church programs by facilitating communication and by recommending useful resources to the appropriate persons.
- To officiate at weddings and funerals.
- To preside over Wednesday and Sunday evening activities as needed.
- To conduct regular staff meetings and to be in tune with the needs and responsibilities of each member of the church staff.
- To participate in regular meetings of the church and the deacons, and to attend other meetings of committees, organizations and teams as needed.
- To be responsible for scheduling persons to fill the pulpit during his absence for vacation, sickness, professional development or other approved reasons.
- To establish office hours and to maintain those hours for the benefit of all church members and related business of the church. In times of absence during office hours, the pastor will provide the administrative assistant and/or office assistant with a means of contacting him.
- To represent Calvary Baptist Church to the community and to other agencies and denominational entities with whom the church chooses to partner.

## **Covenant Concerning the Deacons**

The deacons of Calvary Baptist Church desire to provide servant leadership to the congregation and to work with the pastor to advance the mission of the church. Therefore, they enter into this covenant...

- To set an example for others through their own integrity, devotion to Christ, and commitment to the life of the church.
- To pray for the church, its members and leaders, the pastor and his family, and the ministries of the congregation.
- To support the pastor by participating in regular meetings and training opportunities, by offering constructive feedback, by maintaining open and honest communication, and by working through issues that emerge with a Christ-like spirit.
- To participate actively in visiting with guests of the congregation and with members who are hospitalized or homebound; and by helping to reconnect with members who have become inactive in church life.
- To provide leadership and encouragement for the ministries of the church.

## **Covenant Concerning the Church Members**

The members of Calvary Baptist Church desire to support the pastor, staff and deacons; and they wish to insure that God's purposes are fulfilled in their lives and in the life of the congregation. Therefore, they enter into this covenant...

- To seek God's kingdom and His righteousness by maintaining their own spiritual life through prayer, engagement with scripture, and service to others.
- To be actively involved in the worship, ministries and decision-making processes of the church.
- To pray for the pastor, the church staff, all elected church leaders, and for one another.
- To be faithful in their stewardship of time, talent and financial resources.
- To promote the spread of the gospel by sharing their faith and by inviting others to participate in the life of the church.
- To enhance the fellowship of the church by reaching out to members who are hospitalized, homebound or inactive; and by joining with the pastor, staff and deacons to maintain a spirit of unity within the congregation.
- To talk *with* the pastor about personal concerns related to his ministry rather than talking *about* the pastor to others.
- To allow the pastor time and freedom to have a personal life separate from church obligations, and to hold expectations of his family that are in keeping with the expectations for other families in the church.

## **Covenant Concerning Financial Care**

The members of Calvary Baptist Church desire to provide for the pastor's financial support in a way that enables him to devote his full attention to ministry, that demonstrates their care and concern, and that is commensurate with the qualifications and responsibilities of his office. Therefore, they enter into this covenant...

- To cover the costs necessary for the pastor to move his family and household belongings to Mount Airy when he begins his term of service.
- To provide a salary and employment benefits—and an annual review of salary and benefits—as outlined in the personnel policies of the church.
- To reimburse the pastor for budgeted, ministry-related expenses as outlined in the personnel policies of the church.
- To pay the expenses of supply preachers when the pastor is away for vacation, sickness, professional development or other approved reasons.
- To offer a sabbatical following the completion of each five years of ministry. The sabbatical shall last two weeks, during which the pastor will be provided with his regular salary and benefits but will not be required to perform the normal duties of his office. The pastor will be responsible for expenses related to any professional enrichment activities that he wishes to pursue during the sabbatical. The timing of the sabbatical will be determined in dialogue with the deacons and personnel committee.

In agreement with the staff policies of Calvary Baptist Church, the following benefits apply to the pastor:

### ***Holidays***

The church staff will observe the following holidays:

- New Years Day
- Easter Monday
- Independence Day
- Labor Day
- Thanksgiving Day and the following Friday
- Two days at Christmas
- Memorial Day

When any holiday falls on a Saturday or Sunday, the following Monday will be observed. Any holiday that falls during a regularly scheduled vacation period will add one day to the vacation time for a staff member.

### ***Vacation***

The pastor and ministerial staff shall have three weeks of paid vacation per year. When possible the ministerial staff shall alternate vacations.

All vacations must be taken in the calendar year in which they are earned.

## ***Vacation/Sick Leave Form***

A form is provided and available in the church office for the Pastor, Ministerial and staff members who request vacation leave or take sick leave.

When requesting vacation leave, the person requesting will fill out the request form with their name, date of request, and the vacation leave date(s) requested.

The lower portion of this form is for recording sick leave. The person's name, date(s) of sick leave, the total number of days expended, the name of the person notified of the sick leave, and the date of notification shall be completed and turned over to the Administrative Assistant upon return to duty.

The Pastor should also record his vacation and sick leave. He should notify the Chairman or Vice Chairman of Deacons to inform him/her of his leave. The form shall then be turned over to the Administrative Assistant for filing.

The ministerial staff members will be eligible for a maximum two months' sick pay.

The Personnel Committee may extend the period of sick leave with pay when circumstances warrant. Sick leave cannot be accumulated from one year to the next.

## **Covenant Stipulations**

- This covenant will be in effect from the date stated above until a request to terminate the covenant is made by the pastor or by a vote of the church.
- This covenant may be amended or altered by two-thirds of the members present at any regular business meeting of the church. Such amendment or alteration must be given in writing to the deacons and the church clerk, and the proposed change must be presented to the church at least 30 days prior to the time a vote is taken.
- The pastor may terminate this covenant with a written, thirty-day notice.
- The church may terminate this covenant through the procedures described in the church Personnel Policies (Guidelines for Conflict Resolution with Pastor).
- The Pastor Liaison Committee will provide a performance evaluation for the pastor at the end of the first six months (by October 1, 2011) and on the anniversary of this agreement thereafter. The purpose of this review is to determine if the pastor, deacons and church members are abiding by the terms of the covenant.