

_____ Church of God
Senior Pastor Letter of Agreement (or Understanding)
Date

Expectations of the Senior Pastor: It is expected that the Senior Pastor shall be responsible for the overall success of the entire congregation of the _____ Church of God, including, but not limited to the following:

- The Senior Pastor shall have complete responsibility for the preaching, teaching, and training ministry, with the aim of bringing each member to a spiritual maturity and unity with the rest of the Church body.
- The Senior Pastor shall set an example in Christian living and dedication.
- The Senior Pastor shall have oversight of the administration of all Church ordinances.
- Serve as the head of the Pastoral Staff and Spiritual Leadership of the _____ Church of God, and by virtue of the office, give oversight to all other ministries and spiritual functions of the church.
- To endeavor to fill the pulpit on a regular and consistent basis. In times of desired absence, the Senior Pastor shall insure that this duty is fulfilled through assignments to qualified Licensed, Ordained, or Commissioned Ministers, or Guest Evangelists.
- The Senior Pastor shall be responsible for competently performing, the sacerdotal duties of the Pastorate: Administration, Preaching, Teaching, Administration of the Ordinances, Pastoral Care, Weddings, Funerals, and Counseling.
- The Senior Pastor shall be responsible for developing the leadership of the _____ Church of God. This includes any ministers, deacons, and other leaders of ministries in the congregation.
- The Senior Pastor shall work in consultation and prayer with the Governing Leadership of the _____ Church of God in sharing and executing the vision and mission of the congregation, and in communicating and encouraging the implementation of the vision and mission with the congregation.
- The Senior Pastor shall officially represent the _____ Church of God in meetings outside of the congregation, including meetings within the Church of God, and beyond.
- The Senior Pastor shall pray consistently for the health and success of the congregation.
- The Senior Pastor shall be an encourager and source of accountability for the leadership and membership of the congregation.

Expectations of the Leadership and Congregation: Just as the Leadership and Congregation of _____ Church of God has expectations of the Senior Pastor; the Senior Pastor should have expectations of the leadership and the congregation. These include but are not limited to:

- As leaders, to support and encourage the Senior Pastor in fulling the vision and mission of the congregation, including prayerful collaboration and development of the vision and mission.
- To pray for the Senior Pastor, the pastoral family, and the health and functioning of the congregation.
- As leaders to be a source of accountability to the Senior Pastor, including insuring that the expectations are being met and evaluated on a regular basis (at least once per year or 18 months)
- To ensure that the Senior Pastor takes the vacation provided by the congregation to help avoid burnout, and provide the liberty to do so without interruptions or hindrances.
- As leaders, to be a source of accountability for the congregation to support the Senior Pastor with the congregation, including not allowing members to be critical of the Senior Pastor without correction and working with all parties to resolve any conflicts that may arise.
- To strive to maintain the unity of the Holy Spirit in the bond of peace, including, as leaders, to maintain a united stand with any decisions to the congregation.
- To be committed to a solid, holy, and humble Christian walk, and endeavor to grow in faith and knowledge of the Lord Jesus Christ.

Compensation of the Senior Pastor:

Salary

Housing Allowance

SECA Benefit (7.65% To help the pastor, considered self-employed, to pay Social Security)

Retirement Plan (Servant Solutions)

Vacation and Conferences

Reimbursable Expenses and Paid Benefits

(Mileage or Car Allowance, Books, Expenses, Education, etc.)

Sabbatical Leave

Senior Pastor

Congregational Leader