

Letter of Agreement
_____ Church of God
Anytown, Pennsylvania

Dated: _____

For Intended Lead Pastor: _____

The Anytown Church of God joyfully invites you to assume the role of Lead Pastor of _____ Church of God in Anytown, Pennsylvania, beginning the week of _____.

Roles:

First, the pastor is the Spiritual Leader and Shepherd of Souls. God places each person in the body to provide a service to others. The pastor serves by leading the congregation to understand God's Word and God's call. This can be done through preaching/dividing the Word/and through helping people understand how God wants to live in their lives (2 Timothy 4:1-5). The pastor prays for God's wisdom for the people God has placed in the congregation, and for the community in which God has placed the congregation.

Secondly, the pastor is the Visionary Director. The Pastor communicates the vision, as God gives it. This helps set the direction for the congregation as it ministers in its community. It helps the church set her goals and determine her ministries. Realizing that one congregation cannot do everything, setting vision helps carve out the critical areas of service for the congregation, according to the resources and gifts God has given to it.

Third, the pastor is the Facilitator of Ministries. The pastor is not to execute the ministries, but to help the individuals organize their ministries according to the vision, the resources, and their passions and gifts. All are called to be ministers; the pastor facilitates the ministries as the congregation carries them out. The pastor will work with the Leadership Team to develop these critical ministries.

Fourth, the pastor is the Equipper of Disciples (Ephesians 4:11,12 - "To equip the saints for the work of ministry, for building up the body of Christ"). As the Spiritual Leader, the pastor teaches and mentors Christ-followers, so they are prepared to serve the Lord in their homes, at their workplaces, at school and in their communities. The Church is made up of the disciples of Christ. The work of the Church is done in the homes and communities of those disciples.

Lastly, the pastor is to be responsible for Caring for his or her own Soul. (II Timothy 1:1,2,6). The above tasks cannot be done with excellence, if the individual does not take care to be consistently in communication with God. This means the pastor will jealously guard time in the Word, prayer and study. The pastor will make sure to set aside time for Sabbath and for significant intimacy with God. The pastor will be intentional about developing quality relationship with spouse and family, recognizing that the witness of the Spirit working in a life starts with the family God has given.

A pastor is neither called to be the secretary, the maintenance person, nor the soul-winner. Nor is the pastor called to be the chief visitor or the chair of all committees or ministry teams. It is not the job of the pastor to be at all meetings, nor to teach every class or preach every sermon. The pastor is not the sole evangelist.

The pastor is to provide opportunities for other leaders to grow in their own leadership skills – mentoring, teaching, encouraging, disciplining, and facilitating. The pastor is called to cast the vision and to provide the equipping of the saints, and in that way, to send out the saints, prepared for ministry in the world. In this way, the body works together, to expand the Kingdom of God.

Compensation: (Note: Non-profit law requires a budgeted breakdown of salary)

General Salary: _____

Housing: _____

Salary: _____

Social Security (7.65% of general salary): _____

Servant Solutions Retirement fund(8-11%of general salary): _____ per month

Professional Expenses and Benefits (NOT a part of the salary):

Insurance: _____ per year

Mileage Reimbursement: _____ per year

Conferences, Camp Meetings, etc. _____ per year
(registration, accommodation and food expenses).

Library: _____ per year

Recognizing the critical need for sabbatical in order to be physically, mentally and spiritually refreshed, Anytown Church of God requires the following paid days as part of the agreement:

- Pastor take at least one (1) day off per week
- Pastor take at least one (1) week per year as a study/prayer week
- Pastor take at least three (3) weeks vacation per year
 - Ministry more than ten (10) years – four (4) weeks
 - Ministry more than twenty(20) years – five (5) weeks
 - Ministry more than twenty five (25) years – six (6) weeks
- After seven (7) full years of ministry, the leadership of Anytown Church of God highly recommends that the pastor take a 10-12 week sabbatical. This sabbatical is for both refreshment, redevelopment and restoration. The sabbatical will be three parts: rest and relaxation with family, prayer and vision planning, and development/training. The church will continue to fully compensate the pastor and, together with the pastor, make arrangements to fill the pulpit during this time.

These requirements aid in fulfilling the first, second and fifth role of the pastor (see above).

Signature, Chair of the Leadership Team: _____ Date: _____

Signature, Pastor: _____ Date: _____