

COVENANT OF CARE

between pastor and people of _____ Baptist Church

Introduction

As pastor and people of _____ church, we willingly enter into this Covenant of Care between pastor and people for the glory of God's name, the well-being of Christ's Church, and the mutual welfare of the pastor, his family, and of the congregation.

We accept that the fundamental nature of the pastor – congregation relationship is that of a mutual covenant, rather than an employment contract, formal agreement or power arrangement. It is a partnership for the advancement of the Kingdom of Christ.

We accept that we have mutual responsibilities of care and accountability, each to the other, for the common good.

Mutual Responsibilities

- We acknowledge that the Church belongs not to pastor, nor to people, but to Christ. It is not "our" church but "His" church
- We accept that we each have a responsibility towards each other, in intention, attitude, behaviour, and word, to follow Christ's fulfilment of the law, which is love (Romans 13:10)
- We agree that in matters of conflict we will submit ourselves to the principles of Jesus as expressed in Matthew 18:15 – 20, and Matthew 5:23 – 26, and to the church's Conflict Resolution Policy and Procedures
- We aim that our communications with each other will be honest, transparent and candid (2 Corinthians 4:1 – 2). We reject gossip, innuendo, suspicion, and manipulation
- We agree to ongoing, annual review of how this Covenant of Care of Care is working out, in practice and reality, across the life of this congregation
- We accept the responsibility to pray for each other's good

People to Pastor

- We accept our responsibility to provide appropriately for the physical and financial needs of the pastor and their family in order that they may follow God's calling without undue concern for these matters
- We agree to respect appropriate boundaries of time, space and emotional demands, with regard to the pastor's family and personal life
- If we have issues or concerns about the pastor or their family or their ministry, we will take them first directly to them, or use appropriate channels in the wider leadership to deal openly and honestly with our concerns
- We affirm that the pastor is called to lead this congregation, and equip its people for the work of mission and ministry

Pastor to People

- I will seek to maintain myself in physical, emotional and spiritual health
- If I have an issue or disagreement with a church leader or attendee, I will speak directly to that person
- I acknowledge that my role is to lead and pastor this congregation, but I am not to lord over it (Mark 10:35 – 45; 1 Peter 5:2 – 3)
- I agree to hold myself appropriately accountable, for my life and ministry, to my fellow leaders in the church
- I accept that my position brings with it various kinds of power. I will use this power, under God, for the blessing, not the abuse, of this congregation

Declaration of Intent

By God's grace we will endeavour to live out these responsibilities in our daily lives.

_____ **Pastor** _____ **Congregational
Representative**