

Covenant Between Muldraugh Hill Baptist Church

AND

Reverend Billy Compton

The Pastor's Expectations of His Church

1. Trust in him as a person of integrity dedicated to the work of the ministry and as a competent professional person who can manage the use of his time wisely.
2. Support for him as leader by faithful stewardship in coming, giving, and serving in the church along with recognition when his work is well done.
3. Consultation with him about church affairs before decisions are made so that the church can benefit from his training and experience and that the work of the church can be coordinated.
4. Concern for him and his family by annual review of the pastoral compensation package.
5. Authority for him to approve or disapprove the coming of other ministers and religious groups to the church and to supervise all paid employees of the church.

The Church's Expectations of Its Pastor

1. Competency in ministry through well-prepared sermons, regular visitation where there is a need, pastoral care in crisis situations, administrative and organizational leadership, and the improvement of pastoral skills through continued study.
2. Availability by having it announced when and where he can be contacted during the week and by letting it be known how he can be contacted while he is away from the church field.
3. Leadership in worship services, evangelistic outreach efforts, the development of a Christian education program, and the administrative work of the church in cooperation with the church's leaders.
4. Loyalty to Baptist beliefs as specified in the Baptist Faith and Message, attendance at denominational meetings, and support for the Southern Baptist Convention's Cooperative Program.

The Pastor's Obligation to His Church

1. To fulfill the duties of the office of pastor as a servant of the church.
2. To seek to meet the spiritual needs of his people through Biblical preaching and teaching and to refrain from proclaiming his own opinions as the word of God.
3. To meet the reasonable expectations of the congregation for him as its minister while at the same time living his own life as he believes God would have him to do.
4. To manage his money with integrity so as not to bring reproach upon the church.
5. To accept the church as an imperfect organization composed of imperfect people who must be loved and forgiven, to work with the elected leaders of the church, and to try to be the pastor of all the people in the church.
6. To acknowledge that constructive criticism from the congregation can be helpful and to be open enough to accept it and profit by it.
7. To recognize the need for help from outside the church, such as the association or state convention, when his role as pastor is endangered and to avoid actions that would harm the church.

The Church's Obligation to Its Pastor

1. To respect the office of pastor and to support his ministry for as long as he holds that office to which the church has called him.
2. To guarantee the freedom of the pulpit so that the pastor can preach his convictions in his own manner and style as the Spirit of God leads him.
3. To allow the pastor to be himself instead of trying to fit him into some ministerial mold and to expect no more of his family than any other family in the church.

4. To provide for the pastor's support to the best of the church's ability and to review annually the pastor's compensation as evidence of the church's care and concern for his welfare.
5. To recognize that because the pastor is human he makes mistakes and needs forgiveness like everyone else, and that because of the limitation of time he cannot fulfill everyone's expectations.
6. To confer with the pastor about any accusation made against him instead of discussing it in secret, and to refrain from passing judgment upon him until he has had the opportunity to defend himself.
7. To counsel with the pastor when there is a disruptive conflict involving him and to give him adequate time to relocate if he needs to move.

Matters of Mutual Agreement

1. This covenant shall be administered by the Personnel Committee. They will work with the pastor in keeping this covenant up to date, abiding by the guidelines adopted for the relationship; reviewing compensation and time arrangements; arranging for mutual evaluation sessions; handling criticisms of the pastor and hearing his complaints; helping with staff difficulties; and dealing with any problems that may arise. The effectiveness of the personnel committee's administration shall be reviewed at each annual meeting of the church.
2. When the pastor moves to the community in which the church is located, the church shall pay the moving expenses.
3. If there is a disruptive conflict in the church, the pastor and the deacons shall mutually agree to seek competent help from outside the church membership to meet with them and advise them about solving their problems.
4. If the pastor is dismissed or resigns under pressure for other than moral, ethical, or doctrinal reasons, he shall be paid three months salary as severance pay and shall not be expected to fill the pulpit or perform pastoral ministries during that time. Under ordinary circumstances the pastor shall give the church thirty (30) days notice to his resignation.
5. Allowances and expenses shall be for the current calendar year only. Requests for Convention expense reimbursement shall be limited to the budget allocation. The pastor shall be authorized to include his wife in determining his actual expenses to the Southern Baptist Convention and/or state conventions.
6. In the event of disability of the pastor, the church will continue full financial arrangements up to a maximum of six (6) months.

Annual Time Arrangements

1. Vacation shall be dependent on years of full-time service after completion of college and/or seminary as follows:

- 0 – 4 years = 2 weeks vacation
- 5 – 14 years = 3 weeks vacation
- 15 or more years = 4 weeks vacation

A pastor called to or leaving the church shall receive vacation prorated on $1/12^{\text{th}}$ for each month served during that calendar year. Vacation shall be scheduled thirty (30) days in advance with the deacons. Exceptions can be made for reasons satisfactory to the personnel committee.

2. Two days per week mutually agreed to by the personnel committee shall be considered days off.

3. The following holidays shall be observed:

- New Year's Day
- Memorial Day
- July 4th

- Labor Day
- Thanksgiving Day & the Friday following Thanksgiving Day
- Christmas Day

4. Unused vacation shall not be carried over to the following year. If holiday falls on a church service day, the pastor will take his vacation day the following week on a day of his choosing.

5. Three additional weeks away from the church, not including vacation, will be granted for purposes of attending conventions, seminars or conducting revivals in other churches.

6. While the church acknowledges that the pastor’s work cannot be rigidly regulated because of the nature of ministry, it is anticipated that consistency in office hours will be maintained. Crisis situations and emergencies, along with meetings and a heavy schedule may alter the pastor’s schedule and sometimes necessitate arranging his work and leisure at his own convenience.

Despite weekend work and evening obligations, the pastor must find some time to spend with his family and for his own personal needs.

Compensation Package

The pastor shall begin his ministry with the following compensation. (It is anticipated that the pastor will receive at least an annual “cost of living” compensation increase, based upon the local inflation index as determined by the church budget committee’s annual review):

(See “Financial Support Plan” dated 7-25-18)

PASTOR SEARCH COMMITTEE

Charlotte Benningfield: _____

Margaret Pyles: _____

Donnie Veatch: _____

Jim Sabo, Jr.: _____

David England: _____

PASTOR:

Rev. Billy Compton: _____