
Local Friends Church Name,

Lead Pastor Agreement

SECTION 1: The Parties, Performance and Compensation in Agreement

The following agreement is made between

and

for the term beginning _____ and ending _____.

1. The mutual obligations of Lead Pastor and Church outlined in *Faith and Practice*, paragraphs 340-370, are accepted as part of this agreement.
2. Compensation
 - a. The Church agrees to pay for *amended* full time service (minimally 40 hrs/wk) a compensation agreed on each year when the annual budget is prepared. (Annual consideration will be given to cost of living and merit adjustments to base salary)
 - b. The Church further agrees to pay the following fringe benefits in addition to the items above:
 1. EFC-ER Pension Plan - 12% of the total of housing and salary above.
 2. Provision for medical and dental insurance premiums for the pastor and dependents.
 3. Payment of the life insurance premium as established through EFC-ER.
 - c. The Lead pastor is responsible to pay for Long Term Disability as established through EFC-ER and Self-employment Tax.
3. The church agrees to permit the Lead Pastor time off from his duties for the following:
 - a. Annual vacation of _____. (See schedule in F&P 350 c. ii.)
 - b. Two weeks away from the church for revivals or other related ministries.
 - c. Attendance at Yearly Meeting and at such Boards and Teams thereof as may be required by those bodies. The local church will pay expenses to Yearly Meeting for the Lead Pastor and the Lead Pastor's spouse.
 - d. A **minimum** of one and a half days per week for rest and recreation.

4. The Church additionally agrees to cover the approved ministry expenses of the Lead Pastor. These funds by law and statute are *not* considered part of the Lead Pastors compensation.
5. The Lead Pastor agrees to discipline the use of his time to faithfully labor through adequate pastoral preparation in the ministry of the Word as well as giving guidance to the ministries of the church entrusted to him.
6. The Lead Pastor further agrees to provide oversight, direction, training, and help to staff members as his/her immediate supervisor.
7. Allowance for Informed Ministry Inquiries.
 - a. With the direct knowledge of the Moderator the Lead Pastor is allowed to investigate other ministry opportunities without first resigning his position with the church.
 - b. At such time as the Lead Pastor should apply to become an active candidate for such a position the Lead Pastor should be willing to offer his resignation. A resignation may be accepted, held pending further information, or refused by the Elders. If such a resignation is refused, the current contract would be handled in accordance with the principles of early termination included in SECTION 2 of this agreement.

SECTION 2: The Principles in Agreement

1. The Church and the Lead Pastor agree that the Bible and its principles shall guide all areas of this agreement. This is especially true with regards to work ethics, character development, attitude adjustments, legal constraints, relational respect, and professional ethics.
2. The Church and the Lead Pastor agree that when they are in disagreement about these matters, they will abide by the judgment of the appropriate body of the EFC-ER.
3. The Church and the Lead Pastor agree that they shall understand and cooperate in such a way that demonstrates that they are not just a part of a local church, but a wider movement within the EFC-ER and the Body of Christ.
4. Agreements on Early Termination and Mediation
 - a. The Church and the Lead Pastor agree that either the Church leadership or the Lead Pastor can initiate an early termination of this Lead Pastoral Agreement by furnishing written notice to the other.

If the Church leadership initiates the termination, the Church shall then have the discretion to either have the Lead Pastor immediately cease performing the Lead Pastor's duties according to the terms of this Lead Pastoral Agreement, or to have the Lead Pastor continue performing the Lead Pastor's duties according to the terms of this Lead Pastoral Agreement for a period of time to be agreed upon by the Church and the Lead Pastor.

In the event that the Lead Pastor chooses to terminate this agreement, he shall give the Church no less than ninety (90) days notice unless otherwise agreed upon with the Church. The Church and Lead Pastor shall negotiate the time and scope of responsibilities the Lead Pastor will perform until the time of departure occurs.

In either event, the Lead Pastor shall be entitled to the Lead Pastor's full compensation, including but not limited to any and all benefits the Lead Pastor is entitled to, according

to the terms of this Lead Pastoral Agreement for a period of not less than ninety (90) days. In the event the Lead Pastor obtains other employment prior to the ninety (90) day period, the full compensation package shall be prorated or cease.

- b. Consistent with I Corinthians 6:1-8 the church and its Lead Pastoral staff agree that should there arise disagreements that cannot be satisfactorily resolved within the local church, the Lead Pastor, Lead Pastoral staff and the local church will submit to the guidance and decisions of the EFC-ER Church Health Team and the Executive Director. Should the matter at hand still not be resolved satisfactorily, both the church and the Lead Pastor(s) agree to abide by the final results of biblically based mediation and, if necessary, legally binding Christian arbitration and not to seek redress in the public court system.

SECTION 3: (Financial Package)

\$ _____ Annual compensation. (Housing allowance shall be agreed upon by the Lead Pastor and Elders and is included in the total above.)

\$ _____ Benefits (Ins, Dental, Life)

\$ _____ Health Insurance

\$ _____ Dental Insurance

\$ _____ Life Insurance

\$ _____ Expense Acct

\$ _____ Pension

\$ _____ Transition/Moving

SECTION 4: The People in agreement

We, the undersigned, agree to the points outlined in this agreement.

Lead Pastor

Date

Moderator

Date