**Covenant of Care**

*between Gymea Peoples Church and its Assistant Pastor*

The Assistant Pastor and people of Gymea Peoples Church willingly enter into this Covenant of Care for the glory of God’s Name, the well being of His Church and the mutual welfare of the Assistant Pastor, his family and the congregation. We accept that the fundamental nature of the relationship between Pastoral staff and the congregation is more of a mutual covenant rather than an employment contract, formal agreement or power arrangement. It is a partnership for the advancement of the work of God. We accept that we have mutual responsibilities of care and accountability for the common good.

**Mutual responsibilities**

* We acknowledge that the Church belongs not to the Pastoral staff, nor to the people, but to Christ. It is His Church.
* We accept that we each have a responsibility to love one another in thought, word and deed.
* We agree that in matters of conflict we will follow the principles expressed by Jesus in Matt 5:23-26 and Matt 18:15-20.
* We aim for our communications with each other to be honest, transparent and candid, and in the spirit of love. We reject gossip, innuendo, suspicion and manipulation.
* We accept the responsibility to pray for each other’s good.
* As believers we see and treat each other as Christ does – forgiven and adopted family members, beneficiaries of His grace and mercy.
* We agree to review the Assistant Pastor’s appointment and this Covenant of Care after one year.

**People to Pastor**

* We accept our responsibility to provide appropriately for the physical and financial needs of the Assistant Pastor and his family in order that they might follow God’s calling within this congregation. Such provisions are detailed in the attachment ***Provisions for Employment.***
* We agree to respect appropriate boundaries of time, space and emotional demands for the Assistant Pastor’s personal and family life.
* If we have issues or concerns about the Assistant Pastor in relation to his ministry we will address them initially to the Pastor/Elders who will then deal directly with the Assistant Pastor.
* We affirm that the Assistant Pastor is called to ministry and training within this local assembly, helping the Pastor equip the people for the work of mission and ministry.

**Assistant Pastor to People**

* I will seek to maintain myself in physical, emotional and spiritual health.
* I agree to hold myself appropriately accountable for my life and ministry to my fellow leaders in the Church.
* If I have an issue or disagreement with a Church Leader or attendee I will speak directly with that person.
* I acknowledge that my role is to provide ministry and leadership under the supervision and direction of the Pastor.
* I accept that this position brings a level of authority which I will use, under God, for the blessing, not the abuse of the congregation.
* I will advise the Leadership if I need help in managing any of these commitments.

**Declaration of Intent**

By God’s grace we will endeavour to fulfil these responsibilities faithfully

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\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Congregational Representative**

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**Provisions for Employment**

*For the Assistant Pastor of Gymea Peoples Church*

* Accommodation at the Manse at 168 Gymea Bay Rd, Gymea, including the provision of a phone and internet service. Gas and electricity will be at the Assistant Pastor’s expense. (The Assistant Pastor will be responsible for maintaining the Manse property in good order. The Church will be responsible for any capital expenses for the property).
* A fortnightly stipend with CPI increases (every September) and annual review. This may be offset by the Church paying for some expenses out of the stipend as a fringe benefit if this is an advantage for taxation purposes.
* Payment of the Superannuation Guarantee Levy into an approved Fund.
* Four weeks’ annual recreation leave accessible at the end of each year’s service and to be taken within two years of accrual.
* Unused recreation leave to be included in a termination payment at the end of service at the then current salary rate.
* Ten days’ sick leave accessible at the beginning of each year’s service.
* Unused sick leave to accumulate through all the years of service but lapse unpaid at termination.
* Ten weeks Long Service Leave (LSL) accessible at the end of ten years’ service. A further five weeks LSL accessible after 15 years’ service. Thereafter a further one week of LSL accessible at the end of each further year of service.
* LSL to be paid at the then current salary rate.
* If the period of service is less than ten years but greater than five years, a pro rata amount of LSL will be paid as part of a termination payment, assuming the decision to leave is mutual and amicable.
* If the period of service is more than ten years, unused LSL to be included in a termination payment at the end of service at the then current salary rate.
* Two weeks paid paternity leave.
* Family/compassionate leave to be negotiated as required.
* Leave without pay to be negotiated as required.
* Discretion to take days in lieu of public holidays.

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\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Congregational Representative**

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