

*A Covenant Between
Dr. David E. Benjamin
And
Winfree Memorial Baptist Church*

The membership of Winfree Memorial Baptist Church solemnly and joyfully enters into this covenant with our senior pastor, Dr. David E. Benjamin.

Recognizing the current governing principles as defined in the Constitution and By-Laws of Winfree Memorial Baptist Church, we adopt this covenant as evidence of our commitment to promote a harmonious working relationship between the membership and the senior pastor. We believe that these mutual agreements and understandings will be of benefit to the church and its senior pastor by promoting their ministries and in fostering their continued service to our Lord.

Each of us promises to support, by our prayers and actions, this Senior Pastor-Church Covenant and we prayerfully request the leadership and guidance of the Holy Spirit in this endeavor.

The Church's Covenant with the Senior Pastor

- 1. COMMITMENT to follow the teachings of Jesus Christ, to live the Winfree Church Covenant and to understand that the senior pastor is not the spiritual focus of the Church*
- 2. TRUST in Dr. Benjamin as a person of integrity dedicated to the work of the ministry and as a competent professional who can manage the use of his time wisely*
- 3. SUPPORT for his leadership by faithfully praying and participating in the life and ministry of our church*
- 4. RESPECT for the office of senior pastor while recognizing that the senior pastor is human, will make mistakes and may not fulfill the expectations of every church member*
- 5. CONSULTATION with Dr. Benjamin before major decisions regarding church affairs so that the church might benefit from his training and experience*
- 6. AUTHORITY for Dr. Benjamin to provide direction and supervision for all paid employees of Winfree consistent with the guidelines set forth by the church's policies and procedures*
- 7. CONCERN for the welfare of our senior pastor and his family as evidenced by a loving spirit, earnest prayer, financial support and by expecting no more from his family than any other family in the church*
- 8. COMMUNICATION by informing the senior pastor of concerns or needs in a timely manner to ensure unity and by bringing concerns to his attention instead of discussing them in private*
- 9. FREEDOM in the pulpit so that he can preach with conviction as led by the Holy Spirit and in accordance with the scriptures*

The Senior Pastor's Covenant with the Church

- 1. CULTIVATION of the joy, enthusiasm and responsibility of following Jesus Christ*
- 2. COMPETENCY in ministry through thoughtful, challenging and 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

3. *LEADERSHIP* in the worship services, evangelistic outreach efforts, spiritual growth, educational programs and the administrative work of the church, in cooperation with the church's leaders
4. *LOYALTY* to the Scriptures and to the historic Baptist principles of priesthood of the believer, a Christian's freedom to interpret and apply scripture under the leadership of the Holy Spirit, the autonomy of the local church, and freedom of, for and from religion.
5. *COOPERATION* with civic and community organizations and with compatible inter-denominational endeavors
6. *COMMUNICATION* by making every effort to keep the staff, church leaders, and congregation well informed
7. *RESPECT* for the members, staff, history, and vision of Winfree
8. *ACCEPTANCE* of the Church as an imperfect organization composed of imperfect people who need love and forgiveness
9. *INTEGRITY* in matters concerning his duties as senior pastor and his life within our community

Matters of Mutual Agreement

1. *The Leadership Group of the Church Council will work with Dr. Benjamin in keeping this covenant up-to-date by ensuring that each (1) abide by the guidelines adopted for the relationship (2) review compensation and time arrangements and (3) attend mutual evaluation sessions.*
2. *The Leadership Group will handle criticisms of the senior pastor, listen to his concerns, assist with staff concerns and any other problems that may arise.*
3. *If there is a serious disruptive conflict in the church, the senior pastor and the church body shall mutually agree to seek competent help.*

Affirmed before God and each other, this Sunday, October 5, 2008

David E. Benjamin, Senior Pastor

Samuel T. McNeny, II, Moderator