

First Baptist Church of Rio Grande City
Policy # 2

Church Leadership

Section 1: General

First Baptist Church realizes that no policy can be written to foresee all possible situations. First Baptist Church hereby gives its pastor and, in his absence, his appointed designee, the authority and responsibility to act on the churches behalf and make all decisions concerning those issues.

Section 2. Pastor

First Baptist Church will function as a pastor led - member driven church body.

The pastor is responsible for leading the church to function as a New Testament church. The pastor will lead the congregation, the organizations, and the church staff to perform their tasks.

The pastor is leader of pastoral ministries in a church. The Pastor should work with the church leadership to lead the church to fulfill its purpose of being the presence of Christ in our community and the world through worship, ministry, evangelism, fellowship and discipleship.

The pastor shall be responsible for maintaining a current membership roster and mailing list.

A pastor shall be chosen and called by the church whenever a vacancy occurs. His election shall take place at a meeting called for that purpose, of which public notice has been given at least two Sunday Morning Services.

A pastor search committee shall be appointed by the church to seek out a suitable pastor, and its recommendation will constitute a nomination. Any member has the privilege of making other nominations according to the policy established by the church. The committee shall bring to the consideration of the church only one name at a time.

Election shall be by either secret ballot or voice vote, an affirmative vote of three-fourths of those present being necessary for a choice. The pastor, thus elected, shall serve until the relationship is terminated by his request or church action as specified below.

The pastor shall receive a salary and benefit package as approved by the church prior his calling as pastor.

The pastor shall receive vacation time based on his total ministry experience as follows:

- 1 year to 5 years of total ministry experience – 2 weeks of vacation per year
- 6 years – 10 years of total ministry experience – 3 weeks of vacation per year
- 11 years and more of total ministry experience – 4 weeks of vacation per year

Total ministry experience shall include all time of paid ministry service. This could be as pastor, church staff, associational ministry, pulpit supply or other paid ministry service. Volunteer ministry experience does not apply.

Pastor shall be afforded the opportunity for 1 week of spiritual retreat each year.

Pastor may be afforded the opportunity for a period of Sabbatical Retreat for the purpose of prayer, study, writing, rest and/or spiritual formation after serving First Baptist Church of Rio Grande City a minimum of 7 years. Sabbatical time shall not exceed 4 weeks every seven years they serve FBC Rio Grande City as pastor. Sabbatical time shall not be carried from any seven year period into another seven year period. The church may choose to fund some amount for the pastor's expenses during their sabbatical time through the regular church budget. All requests for sabbatical leave and funding shall be approved by the church at a regular church business meeting. The pastor shall receive his regular salary and benefits during sabbatical leave.

The pastor will be authorized 2 weeks for outside speaking as the Lord leads. The pastor shall receive his regular church salary during this time and shall be permitted to retain any stipend or love offering received. The church shall not be responsible for any costs directly related to this outside speaking engagement. This time may be used in conjunction with vacation time or comp time. The church shall fund supply pastors to fill the pulpit during these times from the regular church budget.

The pastor will be given sick leave as needed to meet his and his family's health needs. Any extended sick leave will be investigated by the church council and discussed openly at a church business meeting. The church shall fund supply pastors to fill the pulpit during these times from the regular church budget.

The pastor shall be given time to attend to emergencies in his immediate family including a death, critical illness or other crisis situations.

The pastor is encouraged to attend national, state and local conventions and pastors conferences as church finances and schedule permit.

With the approval of the church, the Pastor may participate in up to 3 mission trips of any type (ministry, DR, humanitarian aid, etc) per year in the State of Texas or the states that border Texas. The Church will provide funds for travel and expenses for these three mission trips, as budget allows. Pastor may serve on more than three mission trips or trips farther away but, those trips will require the Pastor to use vacation or outside speaking time and non-church funding. Local mission work in the Rio Grande Valley are exempt from this policy. **(Effective June 10, 2010)**

The church shall fund supply pastors to fill the pulpit for any pastoral absence due to the above permitted absences.

The pastor may be supplied other benefits as approved by the church and listed in the approved budget.

The pastor shall be permitted to have other employment or business activities providing they do not interfere with his pastoral duties.

The pastor may resign in good standing by giving at least two weeks notice at the time of resignation before terminating his responsibilities as pastor. A pastor who resigns in good standing will receive a severance package as determined by the church body at a regular church business meeting.

The church body may vote to terminate the pastor at a business meeting called specifically to discuss the termination of the pastor. Notice of this meeting and its purpose shall be given at no less than two Sunday Morning Services. The Adult Sunday School Teacher(s) or the Sunday School Director shall facilitate and lead this meeting. After the appropriate open discussion period a secret ballot vote shall be taken. The Adult Sunday School Teacher(s) or the Sunday School Director will be responsible for counting these ballots and the Church Clerk shall report the results of the balloting to the Church Body immediately after the counting is complete. An affirmative vote of three-fourths (75%) of those members present shall be required to terminate the pastor. If terminated for any cause other than gross immorality, the pastor shall immediately be relieved of any and all pastoral duties in the church and the pastor shall be paid an amount equal to four months salary and be permitted to live in the church parsonage for a period of three months.

The terminated pastor shall not start a new church work inside the city limits or within 2 miles of the city limits of Rio Grande City for a minimum of six months after dismissal.

In the event the pastor passes away during his service to First Baptist Church, his surviving spouse and family shall be permitted to live in the church parsonage for a period of three months and shall receive the pastor's regular and full salary for a period of three months.

Section 3. Church Staff

This church shall call or employ such staff members, as the church shall need. A job description shall be written when the need for staff members is determined. Vocational staff members other than the pastor shall be recommended to the church by the personnel committee and employed by church action.

The church staff member may resign in good standing by giving at least two weeks notice at the time of resignation before terminating his responsibilities as pastor.

Church staff may be offered any other benefits granted by the church at a regular business meeting.

Staff benefits shall not exceed that of the pastor.

Volunteer staff members are exempt from this section. They will serve at their pleasure and the pleasure of the church. Either may choose to terminate the service of the volunteer at any regular business meeting. The volunteer will receive no compensation from the church other than the reimbursement of all church approved expenses.

