

PASTORAL MINISTRY AGREEMENT

The following Agreement is called

The Pastor Church Covenant
and is between

The International Baptist Church Cologne²
and
Prof. Dr. Lorin Cranford³
Aachener Str. 128
50389 Wesseling Germany

The Church is legally represented by the Church Council (Leadership Team) who are duly elected according to the procedures set forth in the Church Constitution.

At a Business meeting of the International Baptist Church of Cologne on 06.07.2008, the majority church members voted to call Pastor Prof. Dr. Lorin Cranford to serve for a period of 02 years, beginning 01.01.2009.

Beyond this time, the contract may be extended, subject to the approval of the Church.

The Pastor and the Church enter into a relationship of trust based on a voluntary commitment by each party to work together for the spread of the Gospel of Jesus Christ within the community served by this church and for the development Christian discipleship amongst the members of the church and its congregation.

I. Defining Pastoral Ministry Duties

1. Preach and give oversight to worship services
 - a) To oversee the planning of worship services, preach at Sunday worship services, Communion service, the scheduled midweek meeting, and officially represent the church.
 - b) Give direction to worship services by working with leadership team and direct preparation of the service bulletin.
2. Special events such as baptisms or special programs will be developed along normal lines of operation.
3. Provide leadership, support, and mentoring to the Church Council, Trustees, and leadership teams to assist them in carrying out their assigned tasks.
4. Provide overall pastoral care for the members and attendees of the church to maintain a healthy congregational life. To encourage prospective members to unite with our church family.
5. To provide oversight of visitation and assist in emergency visitation (hospital, home illness)
6. To render other services as mutually agreed upon, such as funerals, weddings, and serve as a consultant to the Church Council.

Many times duties such as the above are requested by members and some leadership, but he may be unclear as to what is expected. When this is determined the members should be informed to avoid embarrassment and misunderstanding.

¹Adopted by the church on July 6, 2008.

²hereinafter referred to as the Church

³hereinafter referred to as the Pastor

II. Church Objectives

1. Work on developing a strategic plan for the church resulting in a more intentional direction for ministry.
2. Work on addressing system needs as they arise in areas of small groups, assimilation, evangelism, and the organization of the church policies and procedures.

III. Pastoral Incapacity due to Emergency or Illness

In the event that illness or emergency incapacitates the Pastor and prevents him from fulfilling these and other normal duties, the Church Council is responsible for the execution of such duties.

IV. Church Representation at Conventions and Conferences

1. To rebuild relationships, or to maintain and strengthen denomination linkage with the with leaders of Baptist Unions and Conventions.
2. The Pastor may attend international, national annual convention meetings and conferences in which the church directly holds membership, these include:
 - a) The Annual Conventions of the German Baptist Union BEFG
 - b) Annual Interlaken Summit of the IBC

V. Compensation and Benefits

It is agreed during the meeting on 06.07.2008 by the majority church members that IBC Cologne should contribute the minimum compensation of 500,-- € (Euro) monthly for housing.

Furthermore Pastor Lorin Cranford and his wife Claire should receive

1. Additional benefits as monthly travel costs (Bahn tickets).
2. 200,-- € (Euro) for living costs.
3. Further Pastor's compensation shall be established through the church's budgetary process and will be negotiated between the Church and the Church Council.
4. Housing Allowance

IBC Cologne will provide the Pastor a monthly housing allowance of 500,-- € (Euro) valid for a period of 02 years. Beyond this time, extensions will be by mutual agreement.

The Church Commitments

IBC church Cologne will support and cooperate with the Pastor in every way and will assume responsibility for:

1. Secretarial support services.
2. Coordinate administrative responsibilities for the daily affairs of the church as appropriate with the Pastor.
3. Attendance at worship and meetings.
4. Sustained leadership and shared ministry.

Tenure

This Agreement is valid from the date on which it is signed and remains in full effect until terminated.

This statement has been drawn up with the sincere desire that the working relationship with pastor and congregation will bring glory to God and blessing to many lives.