



## Congregational Covenant

For clear expectations and an outstanding experience

Name of Congregation: \_\_\_\_\_ Date: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_

Synod / Diocese: \_\_\_\_\_

Pastor/Priest Name: \_\_\_\_\_ Cell: \_\_\_\_\_

Pastor/Prest Name: \_\_\_\_\_ Cell: \_\_\_\_\_

Name of Council/Vestry Rep: \_\_\_\_\_ Cell: \_\_\_\_\_

The Congregation understands it is embarking a one-year commitment, with the awareness that this year is part of a three-year journey for the purpose of growing the congregation's capacity for joining in God's mission. This includes changing behaviors that will result in new practices, values, and mission opportunities over time. Specific expectations for the first year of the journey include taking the LEAD Assessment, building a LEAD Team that attends four Learning Events, participating in regular coaching calls, and working through a process. Key elements of the process include preparation, learning and networking, implementation, and reflection.

### Preparation

- The Congregational Leadership (vestry/council) will appoint a Congregational Facilitator who will work with the pastor(s) to form the LEAD Team. The vestry/council will create space in their agenda for regular team reports, and pray for this team as they are commissioned to guide the congregation forward in mission. The vestry/council is encouraged to take advantage of the Leadership Table Network.
- The Congregational LEAD Team will include 6-8 people who exhibit the recommended competencies and fill specific roles. Please note: The Congregational LEAD Team competencies, roles, and responsibilities are identified in *Building a LEAD Team* resources.
  - The Congregational LEAD Team will include a Facilitator, a Communicator, and the Pastor(s)/Priest(s), all of whom are expected to attend the Learning Seminars.
  - The Pastor and Facilitator will participate in monthly coaching, with coaching sessions scheduled at least two months in advance.
  - The Congregational LEAD Team will engage the congregation strategically throughout the process, using face-to-face, digital and social media communications.

- At least half of the average number of worship attenders in the congregation will take the LEAD Assessment following the first Learning Event.

### **Learning and Networking**

- The Congregational vestry/council and staff understand they are part of a peer learning community and as such will contribute to and support the LEAD Action-Research Project by completing surveys and participating in interviews to benefit all on the LEAD Journey.
- The Congregational LEAD Team is encouraged to share learnings throughout the process with the congregation's leadership and with peers on a regularly scheduled basis.
- The Congregational LEAD Team will become the training team by sharing with the congregation what was learned through the seminars, coaching, listening and their own curiosity.

### **Implementation**

- The Congregational vestry/council and staff are expected to support the Congregational LEAD Team as they guide the congregation into God's mission, including implementing new behaviors.
- The Congregational LEAD Team, in partnership with the Congregational Council and staff, is expected to create implementation teams to carry out new ministry based on the discoveries, partnerships, and experiences of the process.
- The timeline and needed resources (leadership, partners, funding, etc.) are part of the implementation process and will be determined by the Congregational LEAD Team in partnership with the Congregational Council and staff.

### **Reflection**

- The LEAD Journey is a process, not a program, that begins by transforming the team as the team becomes the catalyst for change in the congregation and neighborhood.
- The Congregational LEAD Team, Congregational Council, and staff will evaluate and reflect on the process at key points in the coming years.
- Individuals in this process are encouraged to see it as a discernment process and part of their own faith practice to include prayer, journaling, reflection, and conversation with others.

LEAD understands that it takes a supportive, accountable infrastructure with regular learning, resourcing, and coaching to shift a congregation's culture. LEAD will provide staff and resource support consistent with the congregation's goals, encouraging a pace that fits the context. This includes:

- A one-to-one meeting with a LEAD Team Member and the congregation's pastor(s)/priest(s) prior to the process launching.
- Four total Learning Events (workshops) over the course of each year for the congregational LEAD Team with two workshops in the fall and two in the spring.

- A coaching session for the Facilitator, Communicator, and Pastor(s), along with the full team or the congregational council, to unpack the LEAD Assessment after workshop A.
- Professional coaching sessions are recommended between each workshop.
- Assistance developing a plan beyond the last workshop that aligns with the congregation's purpose and values.

We have read and agree to do our best to support this congregational covenant.

Congregational Council President: \_\_\_\_\_ Date: \_\_\_\_\_

Pastor: \_\_\_\_\_ Date: \_\_\_\_\_

**READY TO GET STARTED?**  
Return this form to our LEAD Staff at  
[lead@waytolead.org](mailto:lead@waytolead.org)

