



## Congregational Covenant

For clear expectations and an outstanding experience

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

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

Pastor: \_\_\_\_\_ Email: \_\_\_\_\_

Pastor: \_\_\_\_\_ Email: \_\_\_\_\_

Council President: \_\_\_\_\_ Email: \_\_\_\_\_

The Congregation understands it is embarking on an intentional 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 two Learning Seminars, participating in regular coaching calls, and working through a strategic process. Key elements of the process include preparation, learning and networking, implementation, and reflection.

### **Preparation**

- The Congregational Council will appoint a Congregational LEAD Team, prepare 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 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), 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 Seminar.

## **Learning and Networking**

- The Congregational 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 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) prior to the process launching.
- Six total Learning Seminars over the course of three years for the congregation.
- 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 Learning Seminar A.

- Thirty coaching sessions between Learning Seminars with LEAD's professional coaches to support the process.
- Assistance developing a plan beyond the last Learning Seminar that aligns with the congregation's purpose and values.

### **Financial Agreement**

LEAD is partnering with the synod to support this journey. This partnership provides financial support to cover the LEAD Assessment and the program costs for the Learning Seminars.

### **The Congregational Financial Commitment**

LEAD is partnering with the Northern Texas-Northern Louisiana Synod to support this journey. The synod will cover some of the expense associated with this partnership. The congregational fee for participating in the LEAD Journey for three years includes your congregation's portion of the speaker fees for six Learning Seminars, LEAD Assessment with report, and 10 coaching sessions each year for a total of 30 coaching sessions. An initial payment of \$1,500, equal to 50% of the first year's total, is due with this signed covenant unless other payment arrangements are made in writing. Monthly or quarterly payment plans are available.

#### **Breakdown:**

Year 1 \$3,000 for 10 coaching sessions and two seminars

Year 2 \$3,000 for 10 coaching sessions and two seminars

Year 3 \$3,000 for 10 coaching session and two seminars

3 years \$9,000 for 30 coaching sessions and six seminars

The congregational fee for this process, payable to the Northern Texas-Northern Louisiana Synod:

|                   |  |
|-------------------|--|
| December 15, 2019 | Signed Contract due to LEAD                |
| January 15, 2019  | \$1,500                                    |
| May 15, 2020      | \$1,500                                    |
| January 15, 2020  | \$1,500 Evaluate Covenant prior to payment |
| May 15, 2021      | \$1,500                                    |
| January 15, 2021  | \$1,500 Evaluate Covenant prior to payment |
| May 15, 2022      | \$1,500                                    |

The Learning Seminars are key to this journey. LEAD encourages the Congregational LEAD Team to fully participate. It is expected that the entire team, including the Pastor(s), attend all Learning Seminars. We have read and agree to do our best to support this congregational covenant.

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

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