

Congregation Name _____ Cong. ID # _____
Address _____ City _____ State _____ Zip _____
Pastor _____ Synod _____ Telephone _____

Covenant of Transformation

Transformation is first and foremost a spiritual process. It is re-rooting in the good news of Jesus Christ and getting God's dream for this ministry in focus. It is not a one-person project. It is God's project among us. It is not just about this congregation. It is about changing the world. As such, we all have choices to make and commitments to make in living out God's dream for us. Because change is hard, as transformation begins, it is essential that the partners share clear expectations and that the accountability be strong. The participants in this covenant are the CONGREGATION, PASTOR/REDEVELOPER, COUNCIL/LEADERSHIP TEAM, and the SYNOD/DIVISION FOR OUTREACH.

CONGREGATION -

1. Pray regularly, study scripture and listen to God's voice and dream for the congregation
2. Grow in discipleship and in personal financial stewardship practices (growth giving or tithing and beyond)
3. Seek to promote healthy, Christ-centered relationships and decision making, refraining from gossip and negativity
4. Use God's gifts and find ways to engage the whole baptized people of God in ministry
5. Be full partners in the task of evangelism: sharing faith and inviting people into ministry, partnering in the tasks of visitation and follow-up
6. Cultivate a climate of intentional hospitality for people new to life in the church
7. Relieve the pastor of routine tasks, including clerical, administration, much pastoral care, and excessive meetings, to free the pastor for the work of leadership, equipping laity and evangelism
8. Pray for and financially support evangelism in the congregation (5 percent of congregation budget, *not including Yellow Pages ads*, is rule of thumb for outreach spending)
9. Provide pastoral salary, housing and benefits commensurate with job and synod guidelines
10. Change existing ministries and practices in order live out God's dream with leadership provided by the pastor and leadership team
11. Support the work of the wider church with mission support giving at the synod guidelines amount (as percentage of offerings). If not possible in year one, then an aggressive 3 year plan may be implemented.
12. Other: _____

PASTOR/REDEVELOPER --

1. Pray regularly, study scripture and listen to God's voice in leading the congregation
2. Grow in discipleship and in personal financial stewardship practices (growth giving or tithing and beyond)
3. Develop, in consultation with the mission director and church council/leadership team, a five-year vision for the congregation with emphasis to include a two-year plan for outreach and church growth, with significant increase in worship attendance
4. Include others in leadership and equip them to use their gifts for the mission of the congregation
5. Make creative use of all services of worship for the purpose of inviting new members, and lead in the adding of worship services as needed to maximize outreach
6. Spend at least 50 percent of his/her time in outreach (including visitation, assimilation of new members, faith formation of new Christians and training laity for shared evangelism tasks)
7. Continue to learn and grow in outreach skill through reading, workshops, and practice
8. Submit monthly reports to the church council and the mission director
9. Participate with leadership in council meetings and other meetings vital to the vision
10. Other: _____

