

Sample Ministry Covenant

Beliefs, common assumptions, and core values

1. We believe in and will respect each person's right to privacy when we have discussions in the SPRC meetings and will keep personnel and personal information confidential.
2. We will respect the pastor and members of this committee and congregation believing that each is a child of God, with gifts and talents which are needed, useful, and to be respected in our common mission of making Disciples of Jesus Christ.
3. We will listen carefully to Committee members, the pastor(s), and the lay persons with whom we may be in conversation while carrying out the ministry responsibilities of this committee, giving our full attention.
4. We commit ourselves to following through on our commitment to help and support the pastor in tangible ways - with our prayers, our physical presence, our gifts, and our service. We recognize successful ministry and mission happens in partnership with pastoral leadership.
5. We will participate actively in the conversations and sharing of information, not storing up things to shoot at the pastor or other leadership at a future time, but by giving regular feedback in a timely manner to leadership inside and outside formal meetings.
6. We will share honestly and as openly as we are able.
7. We will set as a priority in our lives attendance at all meetings.
8. We are on a journey of faith and will respect the opinions and interpretations and beliefs of each person.
9. We believe that the pastor should be present at every meeting of the SPRC, and therefore we will hold no "secret "meetings.
10. We believe that the hiring and firing of non-appointed staff persons lies with the SPRC as a whole unless the Administrative Council adopts an alternative policy to deal with these matters. This process is completed in consultation with the pastor, but neither the pastor nor the chair of the SPRC has the authority to handle these issues independently of the whole committee.

Vision, Mission, and Goals

Vision and Mission and goals of the church for the coming year

Vision and Mission: To effectively make disciples of Jesus Christ

- a) To reach out to the new developments in our area
Goals: get and look at the demographics - who is moving in to these developments; work with pastor to develop a team and put together a strategy for connecting with these neighborhoods
- b) Further develop the nurture of our congregation
Goals: Step up visitation to our shut-ins; find a way for those who can't get to church to be involved; have family nights or other fellowship opportunities that are not fund raisers; develop and recruit leadership for small groups that would foster relationships and spiritual growth
- c) Missions
Goals: Continue Home missions, but explore possibility of supporting mission in the Congo; or in some other area.
- d) Finances
Goals: Have more than 1 person attend District or Conference training in this area
- e) Support and help our pastor be successful
Goals: Hold our pastor accountable for taking a day off and occasionally inquire as to whether or not our pastor is practicing spiritual disciplines for the pastor's own spiritual health and growth.

Vision and Mission and goals of the Pastor(s) for the coming year (Developed to be consistent with the church's part of this covenant)

a) Outreach

Goals: Find out more about this community: Visit Schools, interview community leaders, find out needs of this community that the church might be challenged to address. Take continuing education on how to access and interpret demographics for use in developing or strengthening ministry. Work with members of this congregation to develop an outreach team.

b) In-reach

Goals: At a minimum - Make 5 phone calls, write 5 cards, make 5 visits to members of the congregation each week beginning with those who cannot get out. Take communion to our shut-ins with members of our congregation at Christmas and Easter, recruit and train persons that would be able to make a visit and take communion to our sick and shut-in every communion Sunday; Teach a week day Bible or Book Study; Enlist help of congregation members to lead additional small group studies during Lent and Advent. Develop a list of lay persons who would be willing to make visits with me and hold me accountable for regular visitation.

c) Missions

Goals: Bring in a lay person who has been on a Congo Mission Trip to share about the opportunities for Mission in Africa. Learn more about the needs in the Congo and perhaps in other mission areas and develop a prayer calendar for use in the Congregation and in weekly worship.

d) Stewardship and Tithing

Goals: To develop a team that will intentionally work on developing this area of ministry in the church instead of just leaving it to chance.

e) Self-Care

Goals: Take my day off and keep my Sabbath time so that I can keep myself healthy and my family happy and supportive.

f) Worship, Preaching, and Sacraments

Goals: To do congregational education around the sacraments in the worship setting and in a Bible Study. Continue to strengthen my preaching by attending one continuing education event on worship and/or preaching. Establish a Worship Committee to begin to involve the lay members in the congregation on the planning of and participation in worship.

Meeting Times established are:

Once a month for feedback; the Chairperson will call the meetings. The SPRC will meet the first Monday of every month at 7 P.M. We will assess our process and performance in the fulfillment of the covenant by reviewing the Covenant at each meeting and working together to accomplish or change our goals. We will use agreed upon guidelines for handling grievances, concerns, conflict, review the process that has been used in the past, consult with our Superintendent, and put together a written policy for how we are going to handle grievances.

This covenant will be used as the foundation upon which the Annual and Formal Evaluation of the pastor will be made. This Covenant will be used in conjunction with the Evaluation tool that will be supplied to us by the Annual Conference and we will process the formal evaluation according to the directions given to us by our Superintendent. (Due to regular meetings and therefore opportunities for feedback we expect that at the time of the formal evaluation, neither the pastor nor the SPRC will be caught off guard by any new information.) This Covenant will be shared with the Administrative Council and congregation. Every year as feedback is both given and received, as ministry is carried out and accomplished, as we perhaps discover that we have set unrealistic goals for the makeup and needs of our community, this Covenant will be improved upon and changed.

Covenant once completed will be signed by all members of the SPRC and the Pastor.