

THE COVENANT  
The Presbytery of Eastern Virginia

The \_\_\_\_\_ Presbyterian Church of \_\_\_\_\_, Virginia of the Presbytery of Eastern Virginia, Presbyterian Church (U.S.A.) accompanies its call as Pastor/Associate Pastor to:

\_\_\_\_\_

with the following covenant of our support and encouragement as we seek together to serve the Lord and His world. The specific goals, expectations, and responsibilities for the work of the Pastor/Associate Pastor and of the congregation are as follows:

**WORSHIP** is most important to the life of the church.

The Pastor/Associate Pastor, the Session, and the Worship Committee, shall seek to develop a rich worship life for the congregations. He/She shall be expected to deliver no less than \_\_\_\_\_ sermons per year and to assist in all other worship services such as weddings, funerals, and special services.

The officers and congregation shall support the worship life of the church through faithful attendance and constructive commentary on the sermons and the elements of worship.

The **CHILDREN AND YOUTH** are an integral part of the church.

The Pastor/Associate Pastor shall develop new and expand existing programs into a vibrant and meaningful ministry for children and youth. He/She will assist in the enlistment and development of trained lay leadership. He/She will encourage children and youth participation throughout the organizational structure of the church.

The officers and congregation shall assist and volunteer to serve as teachers and leaders of these age groups and will encourage the participation of their daughters and sons in the life of the church.

**CHRISTIAN NURTURE** through the Church School and homes of the congregation is vital to the life of the congregation.

The Pastor/Associate Pastor, assisted by the Christian Nurture Committee and the Church School Superintendent, will work to strengthen and educational program of the church by training, supporting, and seeking to motivate teachers, by encouraging faithful attendance and involvement of children, parents, and other adults of all ages, and by teaching classes in which she has particular expertise.

The officers and congregation shall assist and volunteer to serve in all of the nurturing programs developed by the Pastor/Associate Pastor and the Session.

**PASTORAL CARE** of the congregation is important in the church's expression of God's love to others.

The Pastor/Associate Pastor, in conjunction with the church officers, shall develop a program of visiting in the homes of the congregation and shall visit and provide counsel

and support for the bereaved, sick, shut-ins, elderly and those with special problems and needs.

The Pastor/Associate Pastor, church officers, and congregation shall welcome the Pastor/Associate Pastor into their homes, will make known to the church office the names of those needing special concern, and will assist in whatever way they can.

**REACHING OUT TO THE UNCHURCHED** is the mission of the church.

The Pastor/Associate Pastor shall work to reach those without a church home, to follow-up those who visit our church, and to reclaim the inactive of our church family.

The officers and congregation will call to the attention of their pastors the names of visitors and perspective members and will assist in developing a warm and friendly atmosphere at all church functions.

The **PROFESSIONAL STAFF** of the church provides leadership for the people of God.

The Pastor/Associate Pastor shall work with the Choir Director/Organist, the Administrative Assistant, the Pre-Kindergarten Director, and the Sexton in developing a harmonious working relationship by participating in regular staff meetings, by maintaining regular office hours, and through open channels of communication.

The officers and congregation will assist in this endeavor by providing adequate office space and equipment, by providing secretarial assistance, and by recognizing the need for one day away from the church office each week.

**RESPONSIBILITIES BEYOND THE LIFE OF THE LOCAL CONGREGATION** are expected of the Pastor/Associate Pastor.

The Pastor/Associate Pastor shall be expected to participate in the work of the governing bodies of the denomination and in civic endeavors of the community as he/she desires.

The officers and congregation recognize the importance of a minister's involvement in duties to the church universal and to the community as a whole and will make available time for their pursuit.

The officers and congregation accords the Pastor/Associate Pastor their love and support as he/she lives and works among us. We shall support financially and spiritually the work and worship of our church and actively participate in its mission.

The Pastor/Associate Pastor, the Session, and the Pastor Nominating Committee will evaluate both the Covenant and the performance of the Pastor/Associate Pastor at the end of six months. Subsequently, each year the Pastor/Associate Pastor, the congregation, and the Session shall participate in an annual review and evaluation of the missions and goals of the church, formulate a plan for the coming year, and revise the covenant as necessary.

---

Pastor/Associate Pastor

---

Chair PNC/Clerk of Session