Name of Congregation: ___________________________ Date: __________________

City: ___________________________________________

Pastor(s): ___________________________ Email: __________________

Pastor(s): ___________________________ Email: __________________

Council President: ___________________________ Email: __________________

The Congregation understands it is embarking on a 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. This intentional one-year process has specific expectations to include taking the Congregational Vitality Assessment, building a LEAD Team that attends three learning seminars, participating in regular coaching calls and working through a strategic process. This includes specific expectations for preparation, learning, networking, experimentation and reflection, as follows:

**Preparation:**

- At least half of the average worship attenders in the congregation will take the Congregational Vitality Assessment following the first learning seminar.
- 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 4-8 people who exhibit the recommended competences and fill specific roles. Please note: The Congregational LEAD Team competencies, roles and responsibilities are identified in start-up resources.
- The Congregational LEAD Team will include a Facilitator, a Communicator and the Pastor, all of whom are required to attend the three Learning Seminars planned for the first year. This group will also participate in regular coaching during the year with an option to continue coaching at an additional cost.
- All others on the Congregational LEAD Team, the council and the congregation’s staff are encouraged to attend the Learning Seminars to increase successful outcomes.
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.
- The learnings will be used to strengthen the experience with a commitment to constantly incorporate new information into the process.
- 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.

Implementation

- The Congregational Council and staff are expected to participate and support the LEAD Team as they guide the congregation into God’s mission, including taking on new behaviors, through the course of the TUNE IN process, and beyond.
- The Congregational LEAD Team, in partnership with Congregational Council and Staff, is expected to facilitate the creation of 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 Congregational LEAD Team, Council and Staff will evaluate and reflect on the process at key points in the coming year.
- Individuals in this process are encouraged to see this as a discernment process and part of their own faith practice to include prayer, journaling, reflection and conversation with others.

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

- Three learning Seminars for the congregations participating.
- Ten coaching sessions between Learning Seminars 1 and 3 to support the process. Congregations are coached in pairs.
- Assistance developing a plan beyond Learning Seminar 3 that fits with the congregation’s goals and pace.
Financial Agreement

LEAD is partnering with the Southwestern Texas Synod to support this journey. There is a fee due with this signed covenant unless payment arrangements are made in writing. Monthly or quarterly payment plans are available.

The congregation may contract directly with a LEAD coach to support future years at an additional rate of $200 per coaching session (or $100 per session if they continue coaching in pairs).

The congregational fees, payable to Southwestern Texas Synod, for this process are as follows:

Total base cost:
- Single congregation: $2,200
- 2 Congregations (coached together): $1,200 per congregation
- 3 congregation cooperative, cost per congregation is: $1,000

Due Jan. 5, 2018: $200 (per congregation)

Monthly payments for 10 months, beginning Feb. 5, 2018: __________

There is a per person cost of $25 per learning seminar, payable online to the Southwestern Texas Synod at the time of each seminar registration. This includes dinner, lunch and all materials. At a minimum, the Pastor(s), Facilitator and Communicator need to attend the learning seminars, and hopefully the whole LEAD team.

The congregation is encouraged to bring as many people as possible even beyond the LEAD team. This could be paid for by individuals or the congregation could choose to cover the costs.

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

Congregational Council President ____________________________ Date ______________

Pastor ______________________________________________ Date ______________