



Southwestern Texas Synod  
 Evangelical Lutheran Church in America  
 God's work. Our hands.



**Congregational Covenant – Missional River 2.0**  
*For clear expectations and an outstanding experience*

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 three-year process has specific expectations for the first year to include taking the LEAD 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, implantation and reflection, as follows:

**Preparation:**

- Half of the average worship attenders in the congregation will take the LEAD Assessment within a year prior to beginning the process and no later than three weeks prior to 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 6-8 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(s,) 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 first 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 and support to the LEAD Action-Research Project.
- The learnings will be used to strengthen the experience with a commitment to constantly incorporating 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.
- The Congregational LEAD Team 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 Congregational LEAD Team, Council and Staff will evaluate and reflect on the process at key points in the next three years.
- 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. 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 the Executive Director and pastor(s) prior to the process launching
- A coaching session for the Facilitator, Communicator and staff to unpack the LEAD Assessment prior to Learning Seminar #1.
- Three learning Seminars customized 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. This partnership provides financial support allowing congregations to participate based on the number of people they have at worship. There is a fee due with this signed covenant unless payment arrangements are made in writing. Monthly or quarterly payment plans are available. This fee includes the LEAD Assessment and report, and ten coaching sessions in the first year. The congregation may contract directly with a LEAD coach to support years two and three at an additional rate of \$200 per coaching session.

2016 Average Worship Attendance	Base Cost per congregation (Payable to LEAD over 2 payments: <b>Jan. 5 2017 &amp; June 16, 2017</b> )
Under 50	\$1,200
50-90	\$1,800
91-150	\$2,400
Over 150	\$3,600

The congregational fee, payable to LEAD, 12941 I-45 North Freeway #210, Houston, TX 77060, for this process is as follows:

\$ Total: \_\_\_\_\_

50% due Jan. 5, 2017: \_\_\_\_\_

50% due June 16, 2017: \_\_\_\_\_

We need a different payment plan: \_\_\_\_\_ (Y/N)

**In addition, there is a per person cost of \$30 per learning seminar, payable online to the Southwestern Texas Synod at the time of each seminar registration.** This includes dinner, lunch and all materials. A minimum of three people (Pastor(s), facilitator, communicator) from the LEAD team are expected to attend. The congregation is encouraged to bring as many people as possible.

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

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

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