

# SAMPLE – CHANGE TO FIT YOUR CHURCH

## COVENANT AGREEMENT

### BETWEEN

---

AND

---

---

\_\_\_\_\_, ALABAMA

This Covenant is a dynamic document subject to revisions and amendments, and forms a part of the Call of \_\_\_\_\_ Presbyterian Church, \_\_\_\_\_, Alabama to \_\_\_\_\_ and is subordinate to the provisions of the Book of Order, Presbyterian Church (U.S.A.)

The Pastor, the Session, and the congregation commit themselves to a cooperative partnership for the fulfillment of this Covenant as part of the church's ministry of worship, education, fellowship, and service to others, as it seeks to proclaim the Good News of God's love in Christ.

The Covenant will be reviewed annually by the Session and the Pastor.

The Session or a designated entity will function as a support group for the Pastor, making itself readily available to the Pastor for personal and professional counsel, assistance, and encouragement as he becomes acclimated to his job and his congregational relationships.

### General Emphases of the Church

The general emphases of the Church may be summarized by our Mission Statement:

*The mission of this church is to make God's offer of "GRACE THROUGH JESUS CHRIST" available to all people by providing a setting for meaningful worship, learning, fellowship and outreach in the Presbyterian tradition.*

- Eagerly joining in corporate worship
- Joyfully celebrating the Sacraments
- Studying the Scriptures and the teachings of the Church
- Demonstrating love and compassion for one another and for all people
- Proclaiming the good news of God's love in word and deed
- Praying for all people
- Serving those in need
- Working for justice and peace in our community and world
- Seeking the unity and strength of the whole Church

## **Commitments and Responsibilities of the Session and the Congregation to the Pastor**

**The Session and the congregation, to the best of their abilities, do covenant to:**

- Support and encourage the Pastor. Assist the Pastor in outreach and other duties through active committee responsibilities.
- Encourage and provide opportunities for the Pastor to improve his professional skills, expand his ministerial capabilities, and grow in his knowledge and understanding of God's Word and God's people.
- Maintain a spirit of trust, openness and unity between the Session and the Pastor that will transcend all differences of personality and opinion.
- Provide adequate financial support and reasonable benefits on a regular basis.
- Provide adequate office and working conditions. Provide vacation and study leave according to the Terms of the Call.
- Mutually agree on days of rest for the Pastor
- The Session will work with the Pastor in developing and implementing long-range plans for church revitalization and growth.

## **Commitments and Responsibilities of the Pastor to the Session and the Congregation**

**The Pastor, to the best of his abilities, does covenant to perform the following duties and responsibilities:**

- **Worship and Other Sacraments.** The Pastor will preach and lead Sunday morning worship services, including the celebration of Holy Communion, and work with the Worship Committee in planning regular and special services. The Pastor will conduct baptisms, weddings, funerals, and other sacraments when necessary. The Pastor will work with the Dadeville Ministerial Association in community ecumenical efforts.
- **Teaching and Training.** The Pastor will lead confirmation studies, officer training, and Bible studies. The Pastor will work with the Christian Education Committee to develop the Church School program.
- **Congregational Care.** The Pastor, with the assistance of the Session and members of the congregation, will nurture congregational members by ministering to the needs of congregational members, by encouraging the development and use of members' gifts and interests, and by providing opportunities for social and spiritual growth of the congregation.
- **Administration.** The Pastor will keep regular office hours, oversee the responsibilities of the office, participate in committee meetings and ecumenical boards when necessary, and moderate Session meetings.
- **Presbytery and Other Associations.** The Pastor will participate in meetings of the Presbytery of Sheppards & Lapsley.

- Professional Growth. The Pastor will consult Session on vacation and educational leaves of absences. The Pastor will schedule time for professional growth, study, and contemplation.
- The Pastor will inform the session of planned absences in sufficient time for the Session to obtain a pulpit supply.
- The Session and the Pastor Nominating Committee has determined the priority of pastoral activities as follows:
  - Corporate Worship
  - Proclaiming the Word
  - Hospital and emergency visitation
  - Teaching
  - Evangelism
  - Educational programs
  - Spiritual Development of members
  - Congregational Fellowship
  - Congregational Home Visitation
  - Administrative Leadership

These priorities will be reviewed annually.