

Redevelopment Covenant

Preamble

Redevelopment is a process of biblical and spiritual renewal for individual members of Risen Lord Lutheran Church as well as the congregation as a whole. Congregational redevelopment involves re-rooting in the good news of Jesus Christ and getting God's dream for this ministry in focus. For Risen Lord Lutheran Church, the process of Redevelopment is one of the ways that we are partnering with the new activity of God in our midst. It is not a one-person project. It is God's project among us. It is not just about this congregation. It is about changing the world. As such, we all have choices to make and commitments to make in living out God's dream for us. Because change is hard, as a congregation redevelops, it is essential that the partners share clear expectations and that the accountability be strong. The partners of this redevelopment covenant are the pastor/redeveloper, congregation, redevelopment team and the synod and Churchwide expressions of the ELCA. We hold this process in prayer, in hopes that it will result in Risen Lord Lutheran Church becoming a healthy, vibrant congregation.

Part One – Pastor/Redeveloper Call

In consultation with the Indiana-Kentucky Synod bishop's office, the congregation called Pastor Lecia Beck to serve as a pastor/redeveloper beginning on March 1, 2018. During the years of redevelopment ministry, the Director for Evangelical Mission and the Indiana-Kentucky Renewing Mission Table will conduct an annual ministry review with the pastor/redeveloper, congregation council, and redevelopment team.

Part Two – Basic Expectations of the Pastor/Redeveloper

Pastors are preachers and teachers, spiritual leaders, and evangelists. But a pastor/redeveloper puts special emphasis on evangelism. The pastor/redeveloper and lay leaders are expected to participate in Congregational Development Training, provided by our churchwide ministry partners at a cost to the congregation.

The pastor/redeveloper will:

1. Pray regularly, study scripture and listen to God's voice in leading the congregation.
2. Grow in discipleship and in personal financial stewardship (growth-giving or tithing and beyond)
3. Embody engaging, adaptive, transformative leadership practices/behavior patterns to equip the congregation to discern and implement their individual and communal missional vocations, as well as intentional accompaniment (guidance, support, and partnership) for the transitions in congregational systemic and structural changes.
4. Surface a Sense of Holy Urgency (Focusing on individuals/alliances; one-to-ones)
5. Develop leadership within the congregation (Redevelopment Team; giftedness; spiritual formation/discipleship/faith practices; multiplication; coaching/mentoring)
6. Facilitate, in a broad participatory process, the discernment of the congregation's contextually relevant purpose/missional vocation, guiding principles/core values,

- and a related three to five-year vision to include a plan for outreach/evangelizing, targeting a significant increase in worship attendance and making of disciples
7. Cultivate a hospitable climate for growth (Cultures of Welcoming, Hospitality and Inviting)
 8. Make creative use of all services of worship for the purpose of inviting new disciples, and lead in the adding of worship services as needed to maximize outreach/evangelizing
 9. Spend at least 50 percent of her time in outreach/evangelizing (including equipping laity for: visiting sick/shut ins and others; building relationships with and accompanying new disciples; and growing in their ability to share their personal faith stories)
 10. Continue to learn and grow in outreach/evangelizing skill through reading, workshops, and practice.

Part Three - Basic Expectations of the Congregation

Risen Lord Lutheran Church has committed itself to biblical and spiritual renewal, including intentional growth in worship attendance and financial support. To fulfill the commitment, the congregation will:

1. Pray regularly, study scripture, and listen to God's voice and dream for the congregation.
2. Attend worship on a regular basis.
3. Grow in discipleship and in personal financial stewardship practices (growth giving or tithing and beyond).
4. Promote healthy, Christ-centered relationships and decision making, refraining from gossip and negativity.
5. Use God's gifts and find ways to engage the whole baptized people of God in ministry and outreach.
6. Be full partners in the task of evangelism: sharing faith and inviting people into ministry, partnering in the tasks of visitation and follow-up.
7. Cultivate a climate of intentional hospitality for people new to life in the church.
8. Pray for and financially support evangelism/outreach activities in the community.
9. Change existing ministries and practices in order to live out God's dream more fully – with leadership provided by the pastor/redeveloper and the redevelopment team.
10. Provide pastoral salary, housing, and benefits commensurate with job and synod guidelines.
11. Support the interdependent work of the church by forwarding a percentage of all giving as mission support to the Indiana-Kentucky Synod, and develop a plan for growing that support each year (10% or more at end of 3 years).
12. Provide for the routine administrative tasks of the congregation.
13. Review and, if necessary, revise the current governing documents of the congregation.
14. Provide an atmosphere of trust and care, particularly for those in leadership.
15. Participate in the process of creating a 3-5 year vision for church growth with the redevelopment team and pastor/redeveloper.

Part Four - Basic Expectations of the Redevelopment Team

All redevelopments are a custom-fit for each congregation, but the redevelopment of Risen Lord Lutheran Church is unique. The congregational council agrees to a Redevelopment Team being formed by the Pastor for an initial three-year term which will work independently of the council in regards to the redevelopment of Risen Lord. In matters unrelated to redevelopment priorities, the council retains final decision-making authority. The congregation council and redevelopment team will communicate well and regularly, to cultivate a cooperative environment of shared leadership.

Specifically, the council and redevelopment team will:

1. As individual followers of Jesus, be models of the Christian life: regularly praying and studying scripture and practicing good, biblical financial stewardship (growth giving or tithing and beyond).
2. As congregational leaders, begin all meetings with 30 minutes of worship or Bible study.
3. Will work with the DEM who will meet with the council and the redevelopment team at least annually.
4. Foster a climate of goodwill, suppressing gossip and negativity in the congregation which would derail the mission of reaching out to the community with the good news of Jesus Christ.

In addition, the redevelopment team will:

1. Create and guide a process of bible study and discernment in the congregation, toward the goal of writing a statement of God's purpose for Risen Lord Lutheran Church.
2. Create a 3-5-year vision and plan for outreach, increased worship attendance and making of disciples, based on that purpose, with the council and congregation
3. Be a positive and visionary group rather than a negative and gate-keeping group, modeling transformation in the congregation
4. Provide timely information to the congregation, including proposed redevelopment priorities and timeline
5. Remain accessible to members and responsive to expressed concerns

Part Five – Basic Expectations of the Office of the Bishop

On behalf of the Indiana-Kentucky Synod, the Office of the Bishop will support Risen Lord Lutheran Church redevelopment efforts through the following:

1. Assist Risen Lord Lutheran Church in procuring financial support through grants and partnerships—when appropriate and as needed—to enable redevelopment.
2. Coordinate and conduct continued training with the pastor/redeveloper for the duration of the call, through the DEM.
3. Meet with the pastor/redeveloper at least quarterly.
4. Conduct an annual ministry review with the pastor, redevelopment team, and congregation council.

5. Visit Risen Lord Lutheran Church for Sunday worship and education at least once annually.

Bishop

Director for Evangelical Mission

Congregation Council President

Pastor/Redeveloper

Date

Congregation Member

Congregation Member

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