

# Fostering Relationship Covenant

xxxxxxx Baptist Church  
xxxxxxx Baptist Association  
xxxxxxx Baptist Church

**June 202x – June 202x**

We the leadership of the xxxxxxxx Baptist Church, the xxxxxxxx Baptist Association, and xxxxxxxx Baptist Church do enter into this covenant to glorify God, edify the Church and further God's kingdom through this "foster care" covenant of relationship.

In this covenant we commit to pray for each other, support each other, speak highly of each other and empower each other to do the tasks necessary to enable both churches to grow healthier and thrive in ministry for years to come.

**To that end, the leaders representing and affirming the desire of xxxxxxxx Baptist Church and the xxxxxxxx Baptist Association, do agree to assist and support xxxxxxxx Baptist Church in the following ways:**

1. We will provide pastoral leadership for the fostering period and beyond. He will serve in collaboration with the leadership of xxxxxxxx Baptist Church and will function as a member of their pastoral staff during the partnership agreement.
2. We will work with xxxxxxxx Baptist Church to implement healthy systems and processes in all areas of church life, through the following methods:
  - Evaluation and analysis of current systems and processes, establishing improved practices for positive health and development, modeling these healthy systems and processes and equipping member leaders within xxxxxxxx Baptist Church to take care of their ongoing function for the future.
  - Providing temporary volunteers to lead or assist in the implementation of these systems and strategies.
  - Providing a monthly financial supplement to xxxxxxxx Baptist Church to assist with the ongoing ministry support needed during this time (pastoral salary), knowing that xxxxxxxx Baptist Church has granted us the authority and is in agreement to budget and expend funds necessary to implement the systems, processes and strategies necessary.
  - Having xxxxxxxx Baptist Church accept a temporary decision-making process for the period of the foster care partnership agreement, that is, suspending their own bylaws for the period of the covenant and agreeing to the Revitalization Bylaws.

3. We will maintain an intentional and determined ministry of prayer, support and love for xxxxxxxx Baptist Church, which will be shown in tangible ways during this time.
4. We will have consistent, ongoing foster care leadership meetings for coordinating efforts, building trust, addressing areas of growth and implementing strategies for positive alignment needed during this time; simultaneously, the pastoral leadership of xxxxxxxx Baptist Church will continue to learn, coordinate and share progress or concerns that need to be addressed with xxxxxxx Baptist Church and xxxxxxxxx Baptist Association; membership of the Leadership Team will consist of up to three leaders from the fostered church and three to five members of the fostering church, plus the pastor of the fostered Baptist Church.
5. We will hold evaluation meetings with the leadership team at xxxxxxxxx Baptist Church to evaluate our joint efforts and address any concerns that have been raised.
6. We will communicate with xxxxxxxxx Baptist Church in person quarterly during this process in “town hall/church family” gatherings and more often in written and oral form, in order to pray together and celebrate what God is doing, to keep them apprised of the progress being made and to hear and address their questions or concerns.

**We at xxxxxxxxx Baptist Church agree to this, and in doing so, affirm the following:**

1. We will grant moderated direction to xxxxxxxxxxx Baptist Church and xxxxxxxxxxx Baptist Association in the agreed-upon parameters of leadership, finances and decision-making for the duration of this covenant agreement, believing that xxxxxxxxxxx Baptist Church and xxxxxxxxxxx Baptist Association has xxxxxxx Baptist Church’s best interests and God’s glory at heart in what they determine God’s leading them to do.
2. We will not undermine or sabotage the efforts of xxxxxxxxxxx Baptist Church and xxxxxxxxxxx Baptist Association to implement healthy, life-giving systems and processes within our church, nor will we allow any of our members to do this. (If individuals are discovered doing this, we will confront them biblically, even to the extent of church discipline, if necessary.)
3. We as leaders will embrace the modeling, coaching and equipping of xxxxxxxxxxx Baptist Church and xxxxxxxxxxx Baptist Association for our current church leadership roles during the time in question and allow xxxxxxxxxxx Baptist Church and xxxxxxxxxxx Baptist Association to help us improve our abilities for the future, as they work beside us and then support us in resuming the roles we hold in a healthier manner.

4. We will coordinate with the Leadership Team on the development of our budget, and present a yearly budget to the congregation for approval.
5. We agree to be trained, encouraged and equipped by xxxxxxxxxx Baptist Church and xxxxxxxxxx Baptist Association for the future effectiveness and ministry of xxxxxxxxxx Baptist Church.
6. We also will have an ongoing relationship of prayer, support and love for xxxxxxxxxx Baptist Church and xxxxxxxxxx Baptist Association during this time and for these efforts.

**Together we at xxxxxxxx Baptist Church, xxxxxxxx Baptist Association, and at xxxxxxxxxx Baptist Church agree to the following:**

1. We will jointly agree to the benchmarks of a healthy church that we will, under the Lord's direction, seek to see achieved during the time of this covenant. These will include:
  - Community assessment
  - Priority of prayer and our spiritual condition
  - Development of a disciple-making pathway
  - History/heritage review
  - Worship attendance
  - Membership requirements
  - Small group/Sunday school involvement
  - Missional community engagement
  - Review and update of bylaws
  - Giving mechanisms
  - Outreach opportunities
  - Facility upgrade
2. We at xxxxxxxxxx Baptist Church, xxxxxxxx Baptist Association, and at xxxxxxxxxx Baptist Church agree to find and implement a joint way of celebrating this covenant relationship at both the beginning and the end of the agreement, as a means of expressing glory to God, partnership in the gospel and gratitude for all He has, and will do.
3. We all agree not to end the process prematurely unless the following happens:
  - The benchmarks set at the beginning of the process have been met
  - The time of this covenant has been completed
  - xxxxxxxx Baptist Church insists xxxxxxxxxx Baptist Church and xxxxxxxxxx Baptist Association withdraw their assistance. If this choice is made, it must be done by a written ballot vote in which two-thirds of active members vote in the affirmative. ("Active members" will be defined as those who have attended at least 50% of Sundays during the time in question, attend a small group or Sunday School class, have participated in some outreach or

fellowship activity promoted by the church during this time, and are monthly contributors to xxxxxxxxxx Baptist Church.)

**We affirm** xxxxxxxxxx Baptist Church's desire to provide support and assistance for this defined period of time and that it does not desire to pursue a formal, permanent relationship with xxxxxxxxxx Baptist Church. The objective is to help her find the ability to stand on her own again in a vibrant, healthy way, so the gospel may go forth from xxxxxxxxxx Baptist Church as it did in the past, in boldness and the power of the Holy Spirit. To that end, the goal is to love her, strengthen her, equip her and empower her for God's glory and their own good.

**However,** if at some point during this covenant relationship, xxxxxxxxxx Baptist Church feels it may be God's will and in the best interest of its own church to pursue a change in relationship from "fostering" to re-constituting and Replanting under a new name, xxxxxxxxxx Baptist Church may initiate that conversation and dialogue may ensue. No commitment of this will be predetermined on the part of either church before this time. Rationale would have to be based on the belief that (1) God is leading this direction, (2) it would be a kingdom "gain" and (3) it would be best for the people of both churches.

We, the undersigned, do affirm this covenant of expectations and responsibilities.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Church

\_\_\_\_\_  
Date