

# **FOSTERING CHURCH COVENANT**

## **Between xxxxxxxx Church and xxxxxxxx Church**

We the leadership of xxxxxx Church and xxxxxxxxx Church in city, state, agree to enter a five-year “fostering” covenant relationship for the period of January 1, 202x – December 31, 202x, to glorify God, edify the Church, and advance the gospel of Jesus Christ. In this covenant, we commit to pray for one another, support one another, speak highly of one another, and empower one another to perform 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 do agree to assist and support xxxxxx in the following ways:**

- a. We will provide pastoral care and guidance. Part of this support will come through the installation of a Replant Pastor who will provide pastoral leadership, pulpit supply, and vision casting. During the fostering relationship, xxxxxxx will discontinue all efforts given to a pastoral search.
- b. We will work with xxxxxxx to implement church systems and processes that are healthy and biblical in all areas of church life, by:
  - Evaluating all current systems and processes, identifying areas needing improvement, and establishing correctives for positive health and development.
  - Providing resources to support in the establishment of such processes and practices.
  - Seeking to provide temporary volunteers in needed areas of ministry.
  - Having xxxxxxx adopt the Bylaws of xxxxxxx during the time in question and operating under them for the duration of the covenant agreement.
- c. We will maintain an intentional, determined ministry of prayer, support, and love for xxxxxxx, which will be shown in tangible ways during this time.
- d. We will strive to communicate clearly with xxxxxxx regarding the vision and direction of the church. Apart from other forms of communication, xxxxxxxxx will hold quarterly meetings throughout this process to ensure that the congregation is well informed and that the status of all goals and ministry initiatives are understood.
- e. We will work with xxxxxxx to undergo a rebranding of the church and elevate its online presence in the community.

**We at fostered church agree to the above, and in doing so, affirm the following:**

- a. We will relinquish control of leadership, finances, and decision-making to xxxxxxx for the duration of this covenant agreement, believing that xxxxxxxxx has fostered church’s best interest and God’s glory at heart in what they determine to do.  
Decisions made by fostering church will include, but are not limited to:
  - Discipleship and outreach strategies
  - Ministry model changes
  - Budgetary expenses
  - System and policy updates
  - Facility changes (upgrades, design, etc.)
- b. We will turn over all financial records to xxxxxxxxx, seeking to provide full transparency regarding any indebtedness, liens, or outstanding obligations.

- c. We will, by relinquishing control, eliminate the need for congregational votes on all matters of church life and polity while actively engaged in the fostering relationship.
- d. We will not undermine or sabotage the efforts of xxxxxxxxx to implement healthy, life-giving systems and processes within our church, nor will we allow any of our members to do so (If ones are discovered doing this, we will confront them biblically, even to the extent of church discipline, if necessary).
- e. We as leaders will embrace the modeling, coaching, and equipping of xxxxxxxxx regarding the overall leadership structure at our church. We recognize that for xxxxxxxxx to help us improve our church's leadership for the future, new qualifications and standards for leadership may be put into effect.
- f. We agree to be trained, encouraged, and equipped by xxxxxxxxx for the future effectiveness and ministry of xxxxxxxxx.
- g. We also will have an ongoing relationship of prayer, support, and love for xxxxxxxxx during this time and for these efforts.

**Together, we at fostering church and at fostered church agree to the following:**

a. We will jointly agree to benchmarks of a healthy church that we will, under the Lord's direction, seek to see achieved during the time of this covenant. These benchmarks will include:

- Community assessment
- Updated prayer strategy
- Development of a discipleship strategy
- Membership requirements
- Worship attendance
- Connect group participation
- Evangelistic community engagement
- Review and update of Bylaws
- Financial stability
- Ministry involvement
- Facility upgrades

b. We will work together to see xxxxxxx as fully self-supporting. Self-supporting will be defined as the ability to fund its budget fully, including the support of at least one full-time Pastor.

c. We at xxxxxxx and at xxxxxxx agree to find and implement joint ways of celebrating this covenant relationship at both the beginning and the ending of the agreement as a means of expressing glory to God, our partnership in the gospel, and gratitude for all he has done and will do.

**We both agree NOT to end the process prematurely unless the following happens:**

- a. The benchmarks set at the beginning of the process have been fully met.
- b. The time of this covenant has been completed.
- c. xxxxxxx experiences a transition at Senior Pastor, in which time xxxxxxx desires for xxxxxxx to withdraw its assistance. If this choice is made, it must be done within three months of the Senior Pastor's departure. Voting will be done by secret ballot vote, requiring at least two-thirds of active members vote in the affirmative (Active members will be defined as those who have attended at least 50% of the Sundays during the time in question, measured by connect group attendance, and contribute financially at least once a month to xxxxxxx).

We affirm that the desire of xxxxxxxx is to provide support and assistance for this defined period, and does not desire to pursue a formal, permanent relationship with xxxxxxxx. The objective is to help her find the ability to stand on her own feet again in a vibrant, healthy way, so that the gospel may go forth from xxxxxx 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 her own flourishing.

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

xxxxxxx LEADERSHIP and xxxxxxxx LEADERSHIP

Date: