

FOSTERING CHURCH COVENANT

Between xxxxxx Baptist Church & xxxxxx Baptist Church

We the leadership of xxxxxx Baptist Church and xxxxxxxx Baptist Church in city, state agree to enter a three-year fostering covenant for the period of _____ to _____. The xxxxxxxxxx Baptist Association will provide oversight and advice in carrying out this covenant.

Necessary Posture for a Fostering Relationship

In this covenant, both churches and the Association commit to the following posture towards one another for the duration of this covenant:

1. To pray for one another, being genuinely concerned for one another's welfare (Philippians 1:3-5; 2:20; Colossians 4:2-4)
2. To love one another with a brotherly affection, honoring one another with our words and actions (Romans 12:10)
3. To speak the truth to one another in love, saying only what fits the occasion and is good for building up (Ephesians 4:25, 29)
4. To seek to maintain the unity of the Spirit in the bond of peace with all humility, gentleness, patience, and bearing with one another in love (Ephesians 4:1-6)
5. To have the mind of Christ toward one another, with one mind striving side by side as fellow workers in the Gospel (Philippians 1:27; 2:1-11, 25)

Fostering Church's Commitments

To that end, the leaders representing and affirming the desire of xxxxxxxxx do agree to assist and support xxxxxxxxx in the following ways:

1. We will provide pastoral care and guidance. Part of this support will come through the installation of a Pastor who will provide pastoral leadership, pulpit supply, and vision casting. During the fostering relationship, xxxxxxxxx will discontinue all efforts given to a pastoral search.
2. We will work with xxxxxxxxx to implement church systems and processes that are healthy and biblical in all areas of church life, by:
 - a. Evaluating all current systems and processes, identifying areas needing improvement, and establishing correctives for positive health and development.
 - b. Providing resources to support in the establishment of such processes and practices.
 - c. Seeking to provide temporary volunteers in needed areas of ministry.
 - d. Having xxxxxxxxx adopt the Bylaws of xxxxxx during the time in question and operate under them until the Fostering Leadership Team indicates that new Bylaws are ready to be adopted at xxxxxxxxxx.
3. We will maintain an intentional, determined ministry of prayer, support, and love for xxxxxxxxx, which will be shown in tangible ways during this time.

4. We will work with xxxxxxx to undergo a refresh/update of the church and elevate its presence online and in the community.
5. We will provide a team of _____ people committed to attending 75% of Sunday mornings and Wednesday nights.
6. We will assign one xxxxxxx Connect Group (on a rotating basis) each week to meet at xxxxxxxx for the Connect Groups hour and the worship service with the goal of providing a critical mass of worshippers and children to encourage growth.
7. We affirm xxxxxx'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 xxxxxxxx. The objective is for xxxxxxxx to find the ability to stand on her own again in a vibrant, healthy way, so the gospel may go forth from xxxxxxxx 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.
8. We agree to set aside \$xxxxxx for facility improvements and ministry support at xxxxxxxx with at least \$xxxxxx being spent in the first 9 months of the agreement.

xxxxxxx and xxxxxxxx's Shared Commitments

Together, xxxxxxx and xxxxxxxx covenant to work together in the following ways.

1. We will set up a Fostering Leadership Team made up of three xxxxxx members and three xxxxxxx members to lead the process under the direction of the xxxxxxxx Baptist Association.
2. We will strive to communicate clearly with xxxxxxx regarding the vision and direction of the church. Apart from other forms of communication, xxxxxxx 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.
3. 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:
 - a. Community assessment
 - b. Updated prayer strategy
 - c. Development of a discipleship strategy
 - d. Membership requirements
 - e. Worship attendance
 - f. Connect group participation
 - g. Evangelistic community engagement
 - h. Review and update of Bylaws
 - i. Financial stability
 - j. Ministry involvement
 - k. Facility upgrades
4. We will work together to see xxxxxxxx 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 being paid a salary which will support his family to a level where he and his family can live within the ministry area of xxxxxxxxxx, if he so chooses.
5. We at xxxxxxx and at xxxxxxxx agree to find and implement joint ways of celebrating this covenant as a means of expressing glory to God, our partnership in the gospel, and gratitude for all he has done and will do.

6. 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 insists that it withdraw its assistance within 6 months of the start of this contract. If this option is chosen, it must be done in a congregational meeting in which 2/3rds of the members vote to end the relationship.
 - d. xxxxxxx insists that xxxxxxx withdraw its assistance. If this option is chosen, it must be done by written ballot in which 2/3rds of xxxxxxx's 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.

Fostered Church's Commitments

We at xxxxxxx agree to the above, and in doing so, affirm the following:

1. We will grant authority over leadership, finances, and decision-making to the Fostering Leadership Team for the duration of this covenant agreement, believing that the team has xxxxxxx's best interest and God's glory at heart in what they determine to do. Decisions made by the Fostering Leadership Team will include, but are not limited to:
 - a. Discipleship and outreach strategies
 - b. Ministry model changes
 - c. Budgetary expenses
 - d. System and policy updates
 - e. Facility changes (upgrades, design, etc.)
2. We will turn over all financial records to the Fostering Leadership Team, seeking to provide full transparency regarding any indebtedness, liens, or outstanding obligations.
3. We will not undermine or sabotage the efforts of xxxxxxx and the Fostering Leadership Team 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).
4. We as leaders will embrace the modeling, coaching, and equipping of xxxxxxx regarding the overall leadership structure at our church. We recognize that for xxxxxxx to help us improve our church's leadership for the future, new qualifications and standards for leadership may be put into effect.
5. We agree to be trained, encouraged, and equipped by xxxxxxx for future effectiveness and ministry at xxxxxxx.
6. We will have an ongoing relationship of prayer, support, and love for xxxxxxx during this time and for these efforts.
7. We will change service times to 9:15 am for Sunday School, 10:30 am for Worship.
8. We agree to spend at least \$xxxxxxx from reserve funds in the first 9 months of the agreement in updating the interior and exterior décor of the building under the direction of the Fostering Leadership Team. The updates will be determined by the fostering leadership team in consultation with the decorating teams of xxxxxxx and xxxxxxx. Suggested updates could include but are not limited to: removing fencing behind church, remove baseball backstop, trimming all landscaping, cleaning and painting the church exterior, surfacing and repainting the

parking lot. Some of these items may be completed by contractors and some by the members of xxxxxxxx and xxxxxxxxx on a volunteer basis.

How will decisions be made during the covenant?

For the duration of the fostering period, xxxxxxxx will allow the established Fostering Leadership Team to be the primary decision makers. This means that the Fostering Leadership Team will make any decisions that do not require a congregational vote according to the bylaws.

How will finances be handled?

All the financial and other material resources of xxxxxxxxxx belong to them and xxxxxxxx has no claim to any of those resources. However, xxxxxxxx should be committed to utilizing their budget and resources to provide for and invest in the success of this fostering process, including but not limited to outreach, facility maintenance, etc. Through this covenant agreement, xxxxxxxxxx is placing significant trust in the good hearted, kingdom minded, and God honoring leaders of xxxxxxxx for this fostering period. xxxxxxxx is asking xxxxxx to come alongside and help the leaders of xxxxxxxx healthily and faithfully steward the resources God has given to the church for the building up of the body and the extension of Christ's kingdom. The leaders of xxxxxxxxxx will coordinate with xxxxxxxxxx (as financial decisions for ministry are made by the Fostering Leadership Team) during the period of this covenant agreement and for this purpose only.

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

Fostering Church Leadership

Fostered Church Leadership

Date:

xxxxxxx Baptist Association Representative

Name: _____

Date: _____

Important Dates:

March 17, 202x Proposal given to xxxxxxxx and xxxxxxxx Leadership

TBD Q&A at xxxxxxxx (with xxxxxxxx leadership)

TBD Q&A at xxxxxxxx (with xxxxxxxx leadership)

May 4th, 202x xxxxxxxx and xxxxxxxx vote on fostering agreement

July 6th, 202x First Sunday of Fostering agreement

	<i>July-August</i>	<i>September-October</i>	<i>In six months</i>	<i>Next 12 months</i>
<i>Leadership</i>	Pulpit Supply Vision meetings		Interim Pastor	Fostering Leadership Team Forms pastor search team, criteria identified, and a defined process determined. Lay leadership for children and youth
<i>Worship</i>	Supplied worship leaders		Developing worship leaders from xxxxxxxx	Full Worship team from xxxxxxxx
<i>Discipleship</i>	Prayer strategy for all members toward revitalization		At least 2 groups	Develop leaders and add 2-3 new groups.
<i>First Impressions</i>	Develop greeting team		Implement weekly greeting teams	Lay leadership from xxxxxxx
<i>Children's ministry</i>	Training and assistance for childcare. Update child facilities		Clean and safe childcare and discipleship for whatever ages of children attending Background checks for all volunteers Child check-in	Expand classes and volunteer base as needed for quality childcare and discipleship
<i>Student ministry</i>	Take advantage of any organic opportunities that may arise			Develop meeting times for student ministry
<i>Young adults</i>	Reach out to young adults who used to come		Develop group for young adults	Disciple young adults
<i>Missions</i>	Give to the CP and xBA	Look for opportunities in the community	Develop mission strategy with xxxxxxx	Members commit to relational evangelism strategy
<i>Events</i>	Sunday and Wednesdays at modified meeting times	Plan and promote small events Plan larger community events	Execute larger community events Follow up with all guests	Plan women's, men's, children's, youth, and young adult's events for year 2
<i>Membership</i>	Meet with current members to cast vision and pray together		Launch new vision for membership if needed	Teach 1-2 new member and guest classes Introduce new members as they join the church
<i>Facilities</i>	Identify and begin building projects	Continuing building projects	Complete building projects	