

Central Ministry Team Covenant

Name of Ministry Team:

Date:

1. Main purpose/mission of this ministry
2. Team vision (long range hopes for this ministry)
3. Define the fit with the Mission, Values and Philosophy of Ministry of Central
4. Key goals for the next year (including team development)
5. Resources required for the team to succeed (spiritual design profile of team members, equipping, staff time, finances, space, etc.)
6. Relationships the team has or needs to develop with other ministry teams at Central

8/29/02

Name of Team Contact:

Phone:

E-Mail:

Fax:

MET Liason:

Current Team Members

Name

Phone

E-Mail

Fax

Ministry Team Covenant Instructions

What is the nature of this covenant?

A covenant is an agreement between two parties. This Ministry Team Covenant is a covenant between a Central ministry team and Central Presbyterian Church. When completed, it is given to the Ministry Empowerment Team (MET), which is the leadership team charged with the practical application of Central's mission and values through the empowerment of ministry teams at Central.

Many groups also have an internal covenant that defines the norms for how they relate and work together. If you would like an example of this other type of covenant, ask your MET liaison.

What are the key reasons for having a covenant?

There are three main reasons that Central is asking each of its ministry teams to complete this covenant.

1. **Empowerment:** We want to help ministry teams think through the foundational elements of their calling, in order to do the ministry with greater awareness and purpose, and to be able to communicate their ministry more effectively to the congregation. The covenant builds a foundation for recruitment and for filling out AiM ministry position description forms. By bringing things to the surface that are often assumed or forgotten, it will aid in the smooth integration and cooperation of ministries. Finally, it helps leadership understand how best to help your ministry.
2. **Accountability:** The covenant gives a basis for agreement between the ministry team and the MET and Session about purpose, direction and goals. It helps leadership be effective at mid-course corrections, and if it becomes necessary to say good-bye to a ministry, it is important to have a common base of agreement from which the decision is made.
3. **Assessment:** For the MET and the Session to understand the big picture of ministry at Central, it is key to have the information contained in the simple covenant we have developed. These covenants will also help our new senior pastor understand what ministries are in place at Central and who is involved with each ministry.

How do we complete the covenant?

These questions should be answered together by your whole team and will spur thought and prayer among your team members. This will be an important team building exercise. Your MET liaison is available to answer questions and help your team complete the covenant. We welcome your comments and suggestions concerning this tool to help all of us grow in mission and ministry at Central.

Question 1:

The **main purpose/mission of this ministry** should be a simple statement (preferably one sentence, but no more than two or three) of the fundamental reason for the existence of this ministry. It will be unique to your team, but it should help Central to fulfill its mission of **“moving people toward Christ** by being a community of faith which loves, encourages, and equips them in Christ, sending them out to serve”.

Question 2:

Your **team vision** should outline what it will look like in the future if your mission is being accomplished. Use your imagination to think of how you want people, the church or the world to be different in 2-5 years if your mission is successful.

Question 3:

The fit with **Central's Mission, Core Values and Philosophy of Ministry** (see attached) should explain how your ministry team will fit within the boundaries set by the standards of the church. How does your ministry help Central fulfill its mission? How will your team move forward in ministry in a way that is consistent with our Core Values and Philosophy of Ministry? Be sure you understand the statements of Central's Mission, Core Values and Philosophy of Ministry before you complete these questions.

Question 4:

Key Goals should be specific, measurable objectives your team plans to accomplish within the next twelve months. These will help your team stay focused and may be adjusted or changed over time. They are meant to be a guide, not a straightjacket!

Question 5:

The **resources** question is meant to help the MET understand and help equip your team with all that is needed to succeed. The question of the **spiritual design profile of team members** is meant to help your team think through what kinds of passions, personality types, experience and spiritual gifts your team needs. This information will be important as you invite new team members and fill out the AiM ministry position description forms.

Question 6:

No ministry operates independently of other existing ministries, and few ministries have no overlap of responsibility with others. As Central grows, it becomes more of a challenge to communicate and coordinate ministry. This **last question** is aimed at encouraging ministry interactions in a way that builds community, fosters teamwork, and limits confusion.

Back of Covenant Form:

The information on the back of the covenant form provides the MET and Session with a more accurate understanding of who is involved in the various ministries at Central.

Thank you for your cooperation as we develop tools to make your team more effective in answering God's call to ministry !!!