

**“Model Covenant: Authorized Lay Worship Leader”
(required elements are in BOLD)**

In order to share my God-given gifts as contributions to the mission of Christ’s church, to preserve good order, and to facilitate my accountability to the Bishop of the Upper Susquehanna Synod, ELCA, I make this covenant with _____, my Mentor:

I have reviewed the authorized lay leaders’ Code of Practice (*Lay Ministry Institute Handbook*) and agree to abide by its expectations.

I commit to the following continuing education experience(s) in the next calendar year, totaling at least four contact hours: _____.
I will meet with you shortly after the experience to discuss it.

We agree to meet _____ (monthly, quarterly, semi-annually) to review my ministry experiences, and to discuss my strengths and growing edges. I/you will initiate our meeting times.

If requested by my pastor, I agree to provide worship leadership in my own congregation no less than _____ time(s) this year. If requested by other pastors, I agree to provide worship leadership in other congregations no less than _____ time(s) this year.

When preparing to preach at this or another congregation, I will spend adequate time in study of the day’s appointed lessons and the liturgical season’s themes, in order that my sermon may be true to the Gospel and Lutheran doctrine. When asked, I will provide you with a manuscript of each sermon for review either prior to or after its proclamation.

If I should be approached by a member of a congregation seeking pastoral care, I will gently remind them that I am not a pastor and encourage them to seek their pastor’s care.

I will not use my position as an authorized lay leader to seek or accept undue influence within a congregation, but will seek always to be a servant leader in the style of Jesus.

When I speak of you publicly or privately, I will interpret your actions in the most positive light, following Martin Luther’s interpretation of the Eighth Commandment in his catechisms. If I should disagree with you on a matter of significance, I will bring it to your attention following our Lord’s guidance in Matthew 18:15-17.

I understand that, should you alert me that you are unable to keep this covenant, it is my responsibility to initiate a new covenant with an ordained minister of the Upper Susquehanna Synod.

Signed, _____
(Authorized Lay Worship Leader) _____ Date

Signed, _____
(Mentor) _____ Date

”Model Covenant: Mentor Pastor”
(required elements are in BOLD)

In order to encourage the God-given gifts of this authorized lay leader as contributions to the mission of Christ’s church, to preserve good order, and to facilitate my accountability and his/hers to the Bishop of the Upper Susquehanna Synod, ELCA, I make this covenant with you,

_____ (name of authorized lay leader):

I have reviewed the *Lay Ministry Institute Handbook* and understand what is expected of you as an authorized lay leader and what is expected of me as your Mentor. I agree to abide by these expectations for serving as your Mentor.

We agree to meet _____ (monthly, quarterly, semi-annually) to review your ministry experiences, your continuing education experience(s), and to discuss your strengths and growing edges. I/you will initiate our meeting times.

I commit to reviewing any sermon manuscripts that you provide, when possible in advance of their proclamation. I will ask you to provide at least _____ (number) sermon manuscript(s) in the next calendar year for review either prior to or after their proclamation.

When I speak of you publicly or privately, I will interpret your actions in the most positive light, following Martin Luther’s interpretation of the Eighth Commandment in his catechisms. If I should disagree with you on a matter of significance, I will bring it to your attention following our Lord’s guidance in Matthew 18:15-17.

Should I be unable to keep this covenant, I will alert you as soon as possible to allow you time to find a new Mentor.

Signed, _____
(Mentor) Date

Signed, _____
(Authorized Lay Leader) Date

Both mentoring partners should retain copies of these covenants. The authorized lay leader is to submit one copy of each to the Upper Susquehanna Synod, PO Box 36, Lewisburg, PA 17837.