



## THRIVING IN MINISTRY COVENANT

The Thriving in Ministry Initiative of CBF, made possible by a grant from the Lilly Endowment, is designed to strengthen relationships among clergy and sustain the conditions needed for them to thrive. Over the course of a year, ministers will participate in a Thriving in Ministry group of up to eight ministers and two mentors dedicated to guiding them and nurturing their personal well-being. Participants will also benefit from a congregational support team designed to support the wellbeing and thriving of the minister and the congregation.

Thriving in Ministry is a covenantal relationship between the minister, their congregation, and the Cooperative Baptist Fellowship. The nurture and support of ministers requires a clear and intentional focus from all parties. Together, we will work to provide an environment in which a minister can develop relationships among clergy; be mentored by someone who has been on a similar journey; and gain wisdom, knowledge, and resources for the health and well-being of their calling and ministry. This covenant establishes the framework for this good work.

## THE MINISTER COVENANTS TO:

- Prepare for and participate in all program events as scheduled:
  - Opening retreat October 24-26, 2021
  - Monthly virtual TIM group meetings
  - Closing retreat TBD
- Participate in periodic assessment as requested.
- Work with Grant Administrator (Tracy Hartman) or Director of Fellowship Gatherings (Ruth Perkins Lee) to arrange for a visit (virtual or in person) to share about the Thriving in Ministry program with the congregation.
- Continue and deepen affiliation with the Cooperative Baptist Fellowship.
- Communicate with the congregation learnings as appropriate.
- Continue current ministry or, if in transition, serving in new congregational ministry.
  - If in transition or discernment, the minister will communicate with the Grant Administrator or Director of Fellowship Gatherings as appropriate.
- Pray for the congregation, the other members of the group and for him/herself as everyone invests in this work together.

## THE CONGREGATION COVENANTS TO:

- Grant the minister time away to participate in the TIM group. This time away is not to be considered vacation time.
- Provide for travel expenses and meals in transit for the closing retreat.
- Provide opportunities for the minister to share his/her learnings with the congregation as appropriate.
- Support the minister in naming a Minister Support Team that focuses on the encouragement and support of the minister during year through quarterly meetings and ongoing communication.
- Provide opportunity for a member of the CBF grant team to speak during worship about the Thriving in Ministry Initiative and the role of the congregation.
- Offer prayer and spiritual support for the minister.
- Participate in periodic assessment as requested.
- Maintain and deepen involvement with the Cooperative Baptist Fellowship.
- Communicate with the Grant Administrator and/or Director as appropriate.

**THE COOPERATIVE BAPTIST FELLOWSHIP COVENANTS TO:**

- Provide intentional, focused support for the TIM group participants as they learn to better thrive in their ministry settings.
- Work with the congregation to support the minister, resulting in increased vitality in both the minister and the congregation.
- Provide lodging, meals and meeting costs for in person meetings.
- Communicate with the congregation and ministers as appropriate.
- Offer ten TIM group learning experiences as well as the opportunity to attend opening and closing retreats.
- Prayerfully support the ministry of the minister, the congregation, and the work of each TIM mentor.

**CBF Representative:**

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**CBF Thriving in Ministry Minister:**

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Congregational Representative:**

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Role at Church (Title)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Please print and sign document. Return the original at the opening retreat or send it by email to the address below no later than October 24, 2021.** Once signed documents are returned to CBF, CBF will also sign the document and return a copy to the church and to the minister.

Scan and email to [thartman@cbf.net](mailto:thartman@cbf.net)

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