



Northwestern Ohio Synod

Evangelical Lutheran Church in America

COVENANT FOR SYNOD AUTHORIZED MINISTERS NORTHWESTERN OHIO SYNOD/ELCA CONGREGATION and SUPERVISING PASTOR

This covenant is between _____

(congregation names and addresses)

and the Northwestern Ohio Synod (NWOS) of the Evangelical Lutheran Church in America (ELCA) and Synod Authorized Minister (SAM) _____ (name).

The purpose of this covenant is to:

- Proclaim the Gospel of Jesus Christ and the mission of God's Church in the NWOS
- Provide ministry and order for congregations of the NWOS
- Provide for the equipping of lay leaders
- Provide for a working partnership between congregation, synod, and SAM

Responsibilities of the Bishop:

- The Bishop of the NWOS, together with SAM Supervisor and Congregational President, agrees to support the SAM named above with prayer and continued involvement in the SAM's spiritual growth and leadership development.
- The Bishop and/or Synod Staff shall interview, approve, authorize and provide SAM candidates with appropriate training. The Bishop will present all SAM candidates to the NWOS Council for approval and for annual review.
 - The Bishop, Synod Staff and Congregation will ensure that on-going training/education is provided for the SAM throughout their tenure, and will nurture continued discernment related to their call to ministry.

The candidate for Synod Authorized Minister agrees to fulfill these expectations:

- Be a member of an ELCA congregation of the NWOS;
- Be enrolled in the ELCA candidacy process or the NWOS Diakonia program and continuing education programs.
- Agree to live in accordance with God's call to faithful service and holy living.
- Agree to meet with Supervising Pastor:
 - First year, meet a minimum of once a week
 - In the second year, meet a minimum of twice a month
 - In and after three years, meet a minimum of once a month
 - Attend monthly SAM Check-Ins via Zoom
- Agree to submit a written annual report to the Bishop.
- Agree to participate in conference and synod events, and to encourage the congregation's support of and involvement in NWOS and ELCA ministries.
- Agree to preach and teach in accordance with the Holy Scriptures and the Lutheran Confessions.
- Agree to uphold the constitutions of the ELCA, NWOS, and this congregation.
- Agree to pray for the congregation, its mission, and its members.

The supervising Pastor agrees to meet as described above: be available for prayer, support, and direction; and fulfill the duties of a supervisor as listed on the SAM Supervisor Job Description (attached).

Responsibilities of the Congregation(s):

- Commit to intentionally raise up local leaders to prepare for both Synod Authorized and Ordained ministry.
- Regard the SAM as their worship leader and spiritual advisor, showing honor for the preparation and dedication of the SAM for their ministry.
- Pray for the SAM, their family, and their work in the congregation.
- Encourage the SAM in the discernment of their call and in continued theological education to serve the church.
- Compensate the SAM in a fair and just way, following the NWOS SAM Compensation Guidelines.

Supervising Pastor _____

Serving _____

Signed _____

Synod Authorized Minister

Signed _____

NWOS Bishop,

Signed _____

Congregation President

Signed _____

Bottom portion for office use:

At its meeting on _____ (date) NWOS Council voted
_____ (name of SAM) to be authorized as a

Synod Authorized Minister at _____

_____ (churches) of _____

_____ (address).

This authorization for Word and Sacrament ministry begins _____ (date) for one year.

Review and renewal may happen at that time. Authorization can be withdrawn at the Bishop's discretion, and if the Covenant is not being fulfilled.