

A Covenant Between the Elders of Christ Community Church and Larry Kirk May 15th 2023

Spirit

The Spirit of this covenant is one of prayerful reliance on the Holy Spirit to “maintain the unity of the Spirit in the bond of peace” (Ephesians 4:3). Our expectations are that God will so fill us and purify us and humble us and guide us that these guidelines will be experienced as pathways of joyful freedom, not begrudging constraints.

Covenant

By calling the relationship between Christ Community Church and Larry Kirk a *covenant*, we distinguish it from other legal contracts or employment agreements. It is a mutual agreement of what seems wise and fruitful for both parties. It is an expression of promises to guide the relationship regarding our mutual expectations and commitments.

Title

Emeritus is an Anglicized Latin word referring to one who has *earned his discharge by faithful service*. It is the opposite, one might say, of a dishonorable discharge. In our context, the title may be seen as an expression of 1 Timothy 5:17, “Let the elders who rule well be considered worthy of double honor, especially those who labor in preaching and teaching.” Alongside this acclamation, the title also signifies limitation. As the Levites in the Old Testament stepped away from their duties after faithful service (Numbers 8:25), the *Pastor Emeritus* is not, by virtue of that title *alone*, a member of the official pastoral staff of Christ Community Church or of the Council of Elders.

Rationale

This covenant seems wise because when a long-tenured pastor remains in a congregation after the succession of a new leader, while the potential for *good* may be evident, the possibilities for problems may also be evident. This covenant is a way of maximizing the hope for the former and minimizing the risk of the latter. Our expectations are for a mutually joyful and life-giving relationship.

Timeframe

This covenant shall be reaffirmed or revised annually by the mutual agreement of both parties.

Covenant Agreements

We agree that Larry and Connie will remain members of Christ Community Church and will fulfill the expectations of the Church Covenant that apply to all members in good standing. We agree that CCC will provide pastoral care and accountability for Larry and Connie and fulfill the expectations of the Church Covenant with respect to any member.

We agree that Pastor Emeritus is not *in itself* a financially compensated role. Pastor Larry may serve in a part-time role supporting the leadership of the CCC elders and Lead Pastor, and he may receive compensation for that service; however, that will depend on the needs of the church, Pastor Larry’s availability, and the desires of the elders and Lead Pastor.

We agree that Pastor Larry will not exercise an official role as a member of the board of Elders. As with any other member in good standing, he may be sought out for input, as the leaders deem wise, but he will not intrude his voice into the pastoral or elder discussions without invitation.

We agree that Pastor Larry will not normally attend church elder, staff, or ministry team strategy meetings except as invited by the explicit invitation of the Lead Pastor for the fulfillment of a specific role or as deemed helpful for the general welfare of the church and her mission.

We agree that Pastor Larry may be available for performing pastoral duties, such as *weddings, funerals, counseling, baptisms, and visitation*, based on his availability and subject to the approval of the Lead Pastor.

We agree that Pastor Larry will be available to preach in the worship services at CCC, on a schedule to be agreed between Pastor Larry and the Lead Pastor.

We agree that Pastor Larry will not serve on any church boards, ministry teams, or committees without the explicit approval of the Lead Pastor.

We agree that in Pastor Larry's travels and wider speaking, he will not be an *official* voice of Christ Community Church. During his days as Lead Pastor, this was the expectation: he represented the church *officially*. This role now belongs to the Lead Pastor, pastoral staff, and elders of the church. As with any other member, the leadership of the church can bless and send Pastor Larry on any mission that he and they agree on. As a member of CCC, he will be a representative of the church and an extension of the ministry of the church and will be expected to use his words in a way that advances the cherishing of the truths of the *CCC statement of faith, values, and distinctives*.

We agree that we will uphold pastor Larry's reputation for faithful service as the founding pastor of Christ Community Church. Pastor Larry will be diligent in guarding the purity and peace of Christ's community. He will always be careful to direct any members or attenders of CCC to respect the leadership of CCC and to take grievances, questions, and requests to the proper individuals on the church staff or to the elders of the church.

We agree that we will revisit these agreements yearly with a view of preserving the ultimate intent of glorifying God through a humble, mutually upbuilding relationship.

Signed

The Elders of Christ Community Church

Date:

Larry Kirk

Date: