

Covenant for Pastor of Vietnamese Ministry

Introduction

The foundation of Reformation Lutheran Church is the Lord Jesus Christ (1 Corinthians 3:11) and its code of guidance in all its affairs is the Word of God. This congregation does here affirm its faith that the Holy Scriptures of the Old and New Testaments are the inspired Word of Almighty God (Mark 13:31). We subscribe to the Reformation pronouncement of *Sola Scriptural* by which we mean that Scripture is *norma normata* (the norm that norms everything). We aim to teach the eternal truths of God to ourselves, our families, all people connected to this congregation, as well to the ends of the earth as commanded by our Lord, "Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you (Matthew 28:19-20).

The position of Pastor of Vietnamese Ministry is created to help fulfill the Great Commission. We find this command throughout the entire Bible. "I will surely bless you, and I will surely multiply your offspring as the stars of heaven and as the sand that is on the seashore. And your offspring shall possess the gate of his enemies, and in your offspring shall all the nations of the earth be blessed" (Genesis 22:17-18). "All the nations you have made shall come and worship before you, O Lord, and shall glorify your name" (Psalm 86:9). "After this I looked, and behold, a great multitude that no one could number, from every nation, from all tribes and peoples and languages, standing before the throne and before the Lamb, clothed in white robes, with palm branches in their hands, and crying out with a loud voice, 'Salvation belongs to our God who sits on the throne, and to the Lamb!'" (Revelation 7:9-10). We pray that the person called to this position will help lead us in fulfilling the Great Commission.

The Goals of this call will be:

- To establish and oversee a Vietnamese Language Service at RLC
- To provide catechesis to attendees of the Vietnamese Language Service
 - Instruction on the Lord's Supper
 - Confirmation & New Members Classes
 - Bible Study
- To develop opportunities for community outreach
 - Language School & Tutoring Club
 - Community festivals and involvement
- To help to integrate attendees of Vietnamese Language Service into the full life of RLC
 - Youth Events - VBS, Confirmation, High School
 - Committee and Leadership Involvement
 - Festivals
- To participate as pastor in the full life of RLC
 - Participate in the worship services
 - Represent the Congregation at Synod/Conference/Ecumenical events

As a PASTOR, I promise before God:

- To devote forty hours a week to preparation and fulfillment of above goals
- To remain in consultation with the leadership boards
- To grow professional through continuing education
- To make suitable arrangements for services conducted in my absence
- Represent the Congregation at Synod/Conference/Ecumenical events
- To work with the technology ministry as needed
- To be accountable to the leadership of the church through oral and written reports

As a CONGREGATION, we promise before God *

- To receive the Pastor with respect, love and cooperation.
- To Compensate the Pastor in the following ways:
 - Pay a monthly salary of \$4000
 - Provide Medical Insurance (per guidelines)
 - Grant four weeks of vacation, per year (per guidelines)
 - Provide for mileage at the current IRS rate.
 - Provide expenses incurred in attending synod/conference/ecumenical events.

* [Pastor Tran’s salary will be supported in full by the Vietnamese Language Service].

TOGETHER, we promise before God

Hearing the promises of God and offering our promises to one another, we affirm this covenant and pledge ourselves to the fulfilling of it. This agreement may be terminated or extended by mutual consent of the Congregation and the Pastor upon giving thirty (30) days notice prior to the potential ending date.

_____ Date
Ken Baden, Congregational Representative

_____ Date
Russell Lackey, Pastor

_____ Date
Vanson Tran, Pastor

_____ Date
Murray Finck, Bishop