

# **XXX BAPTIST CHURCH - LEADERSHIP COVENANT**

## **Our Relationship with God**

1. We promise to grow as disciples of Jesus Christ.
2. We promise to read the Bible regularly – alone and together – and to give it authority to shape our thinking and our actions.
3. We promise to pray regularly – alone and together – to thank God and to grow in faithful dependence on him.
4. We promise to live godly lives shaped by the holiness and grace of God.

## **Our Relationship with the Church**

1. We commit to our church's Vision and promise to lead by example as we pursue that Vision.
2. We commit to build and deepen relationships with the people at this church through meeting together in smaller groups and the wider church community, and practising hospitality as we are able.
3. We commit to use our time, gifts and money to strengthen and grow the body of Christ at this church, including when it involves sacrifice.
4. We commit to lead by example, in partnership with fellow believers, to bring God's kingdom to the wider community.
5. We commit to reconciliation when tensions arise, and will seek to glorify God, serve others and grow to be like Christ in the midst of conflict.
6. We commit to follow our Procedure for Handling Complaints, and to help members of the church to do the same.

## **Our Relationship with the Leadership Team**

1. We promise to demonstrate love, care and respect for each other.
2. We promise to listen to each other. When sharing ideas, our first effort will always be to understand, not to argue.
3. We promise to discuss, debate and disagree openly and with humility and gentleness, expressing ourselves as clearly and honestly as possible.
4. We promise to honour and respect the decisions of the church and leadership.
5. We promise to treat our time on the church leadership as an opportunity to make an important gift to the church, and will make our attendance at meetings a priority.
6. We agree to be held accountable to this covenant by our fellow team members.
7. We promise to be open to correction and humble enough to modify behaviours so as not to discredit the gospel.

Signed:

Date:

# When the Leadership Covenant is damaged

## What happens when leaders do not follow this covenant?

### (i) Occasional/minor breaches

Everyone sins and is forgiven (1 John 1:8-9). It stands to reason then, that anyone might breach the covenant. When this happens in an area that is not a breach of civil or criminal law, simply cease the conduct. If this is difficult, the person should see another member of the Leadership Team for support, accountability and to find help if necessary (e.g. counselling). If the problem persists, it should be dealt with under category 3. Deal with such matters confidentially.

### (ii) Unknown occasional/minor breaches

Not all leaders will understand they've broken the covenant. If a member of the Leadership Team believes another member has broken the covenant, in the first place speak directly to the person concerned about the breach. Leaders need to be open to correction & humble enough to modify behaviours so as not to discredit the gospel. The process outlined in (i) can be followed. If the two parties are unable to agree whether a breach has occurred, proceed to conflict resolution process.

### (iii) Constant/major breaches

There are breaches that are *not* a breach of civil or criminal law. Where a leader has committed a major breach or been made aware of their behaviour yet refused or been unable to change:

The matter is referred to the Elders & Senior Pastor to discuss and plan the way forward. The seriousness of the breach will effect steps taken. Nb. If an Elder or Senior Pastor has breached the covenant, the remainder of the Elders & Senior Pastor will meet with that person. Other members of the Leadership Team can be co-opted into that group if there are not at least 3 available Elders & Senior Pastor.

- a) If it is less serious, the Elders and Senior Pastor meet the person for behaviour review meetings. Communicate required behaviour changes (up to 3 meetings).
- b) if the behaviour is seen as serious or continues, the Elders and Senior Pastor will ask the person breaching covenant to step aside from their position on the Leadership Team for the remainder of the elected term.
- c) the person who's been asked to step aside can follow due process according to the Constitution, to appeal to the Church Meeting.
- d) The Leadership Team will consider disclosing to the Church Meeting the breach and requirement to stand aside – questions of confidentiality and potential legal constraints need to be weighed against the importance of accountability, transparency & minimising the opportunity for gossip.
- e) Serious breaches will usually be reported formally to the Baptist Association, 02 9868 9200. If in doubt, it should be reported.

N.B. Written notes of all meetings to be carefully taken and a copy given to all parties.

### (iv) Breaches of the law or allegations of abuse

Allegations of abuse or of breaches of civil or criminal law are to be dealt with as per Safe Church Policy.

I understand this discipline process will be enforced for breaking the Leadership Covenant.

Signed:

Date: