



Leadership Covenant

By choosing to enter into a leadership role at Grace Church, you are entering into a position of authority. Our congregation will watch you closely and take what you say seriously. We think that is a good thing. **Leaders should be role models.** The challenge is that being a role model is **all-encompassing**.

We also think it's a good thing for those in leadership roles to present as one voice, when it comes to certain understandings of our faith and in the ways in which we choose to live our lives for God. This leadership covenant is applicable to these roles/positions:

- Pastor
- Church Council Member
- Life Group or Bible Study Leader/Teacher
- Leading any ministry as a representative of the Church (youth/kids leader, women's/men's group)
- Teaching/Mentoring youth or children

The last thing we want to do is put you in a position where you feel pressure to teach, represent, or appear to give assent to a view that you do not personally embrace. Which is why we've put together this covenant. We want to be clear about what we believe as a ministry and a church body. We want to outline what we expect our leaders to both communicate and model. And we want to be up front about some of our key guidelines, as they relate to keeping both leaders and children & youth safe.

What we believe as a ministry and a church body

The following are statements defining fundamental truths our church and ministry hold as absolute.

about **GOD (Father)** There is one true, holy, living God of infinite power, wisdom, goodness, and love. He is the Creator and Ruler of all things and has eternally existed in three persons: the Father, the Son, and the Holy Spirit, the Trinity.

about **JESUS CHRIST** Jesus Christ is the Son of God. He lived a sinless human life and offered himself as the perfect sacrifice for the sins of all people by dying on a cross. He arose from the dead after three days to demonstrate his power over sin and death. He ascended to heaven's glory and will return again to earth to reign as King of kings.

about **the HOLY SPIRIT** The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make men aware of their need for Jesus Christ, to exhibit the power of God, and to help us understand Jesus' words and deeds. He also lives in every Christian from the moment of salvation.

about **the BIBLE** The Bible is God's word, written by human authors, under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. Because it is inspired by God, we believe in the authenticity, authority, and absolute truthfulness of the Old and New Testaments and believe these Scriptures are holy.

about **HUMANITY** Humans are made in the image of God however, because of humanity's original disobedience and betrayal, we are hard-wired to be disobedient toward God. This is called "sin." The presence of sin in us separates humans from God and makes us incapable, through our own efforts, to regain a right relationship with God.

about **SALVATION**

Salvation is a gift from God to us. We can never make up for our sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can we be saved from sin's penalty. We believe all people are equally in need of God's offer of redemption and forgiveness and that those who repent and accept God's grace will be welcomed into his kingdom and have the privileges of an abundant life here on earth. Salvation is then not just about a one-time decision but also about an ongoing way of becoming more like Jesus in this life through the power of the Holy Spirit.

about **ETERNITY**

We were created to exist forever. We will either exist eternally separated from God by sin (hell) or eternally in union with God through forgiveness and salvation (eternal life). Heaven and hell are places of eternal existence.

What we expect leaders to communicate and support

While we believe no individual is perfect, and we fully acknowledge a struggle for consensus regarding a variety of issues in our world today, we expect our ministry teams to present as one voice where the following are concerned:

...regarding **SEXUAL BEHAVIOR**

We believe that sex is a gift created by God and God's intent is for it to be an expression of intimacy between one man and one woman, within the covenant of marriage. We believe God's best for all humans is to celebrate fidelity in marriage and celibacy in singleness. We believe that any sexual activity outside of this covenant of marriage violates Jesus's call upon those of us who follow Him.

...regarding **GENDER IDENTITY**

We teach that in the beauty of God's creation, male and female were made in the image and likeness of God. As such, God's likeness is seen and vivified in our birth-assigned gender. For those born intersex (ambiguous genitalia) we commit to gracefully walking with them in their complex identity formation.

...regarding **SUBSTANCE BEHAVIOR**

We teach that a person's body is the temple of the Holy Spirit and should be treated with great care. Additionally, while all things are permissible, not all things are beneficial, and there are laws regarding the legality of certain substances, as set forth by the governing authorities under which we live, that should be honored. We are also cautioned, through scripture, against causing someone else to stumble in their walk with Jesus by their observance of our actions.

...regarding **SOCIAL MEDIA BEHAVIOR**

Students in our ministry, parents in our church, and co-leaders on our team *will* look you up on social media sites. As such and seeking to honor ourselves and God, and the ministry of Grace Church, leaders will live into Grace Church's Social Media policy.

...regarding **SAFE ENVIRONMENTS**

In caring for children, students, and families, we believe it is our responsibility to provide a healthy, safe environment and who seek to build Christ-centered, nurturing relationships. To create such environments and protect all participants will adhere to Grace Church's Ministry Safe Policy.