

BECOMING A LEADER

If a person is identified as having spiritual authority, leadership gifts, and a specific call to lead, and has signed the Leadership Covenant, that person becomes a Leader In Training. They are provisionally accepted into the body of leaders via elder confirmation. They are non-voting members of that body until the completion of their commissioning.

Commissioning requires four conditions: 1) Completed Pathway (or leader cohort) 2) 12 months of faithfulness to the outpost or ministry they are leading, 3) completion of the Leaders Orientation and 4) final approval by the Elders.

A SHARED LEADERSHIP COVENANT

As someone making a commitment to serve and be a part of Leadership at Sanctuary, I realize this is a serious call, and will seek to steward it with integrity and humility.

The following commitment is designed to be a relational covenant within the Leadership Community so we can serve from a common vision and shared heart, have clear expectations and communication, and navigate natural relationship tensions with love and grace.

Our vision is to build a healthy and biblical leadership culture that honors God, serves our people well, and models the beauty of godly leadership as a witness to the world. We are thrilled that you are willing to be a part of it.

As a Leader at Sanctuary Church I acknowledge that I accept the role of a servant. First, to God, his kingdom and his cause; second, as a servant to my fellow leaders and to church leadership, and third, to the care of the people I will lead. I, therefore, willingly commit myself to the following things. I realize that I may fail at times to fully keep these commitments, but I think it is important that I purpose in my heart and confirm publicly my desire to keep these covenant commitments as God enables me.

ESSENTIAL COMMITMENTS

The Leadership Community Covenant is based on shared agreement, commitment, and unity on the following four areas.

Shared Theology
Shared Practice
Shared Ethics
Shared Authority
Shared Mission

We also ask that you commit to helping us ensure stability in our leadership community, and by agreeing to this covenant, choose to make a **one year commitment** to lead, renewable each year.

THEOLOGY

I agree with, and am committed to Sanctuary's shared Path (way of life), Narrative theology statement, the Apostles Creed, and living under the authority of the Scriptures for life and practice.

PRACTICE

I will sincerely and actively pursue God through our shared path. Prayer, worship, sabbath, confession, hospitality, generosity, and community.

I will consistently participate in the ongoing rhythm of life and ministry in and through Sanctuary.

I will seek to respond obediently to God's discipline in my life, and commit to discovering, developing, and sharing my call, personal abilities, spiritual gifts, and life experiences in a way that honors God, blesses others, builds up the church, and deepens my faith.

ETHICS

The way of Jesus calls us to key distinctives in how we relate to Sex, Money, and Power. I agree with, and am committed to living in the way of Jesus and embracing his vision of faithfulness in my sexuality, generosity with my finances, and servanthood in my leadership.

Sexuality - I will gracefully abstain from all sexual relationships outside of the historic vision of Christian marriage expressed in whole life covenant union between a man and woman (see Covenant Church's resolution on Human Sexuality). I will avoid pornography. I will not live together with a partner that I am not married to, in order to protect my sexual integrity and set an example for those I lead. I will not only live by these standards in my conduct, but I will also reflect them in my communication to our church. I will pursue life giving holiness by the grace of God.

Generosity - I will seek to grow in financial generosity and stewardship, prioritizing giving to our church and its mission as a steward of all I have. I will seek to reject over-consumption and aggressive consumerism and delight in Godly contentment. I agree to having visibility and accountability in relation to my giving to Sanctuary.

Servanthood - I will seek to lead with humility as a servant, not lording it over people or seeking recognition or status. I will lay my life down in love like Christ for the sake of

others. I will use the power I have for the flourishing of others, not personal privilege or gain.

I am committed to leading a holy life consistent with leadership set out in scripture. If I have a serious moral lapse, I will promptly bring this to the attention of someone in leadership over my ministry, and I will cooperate with their judgment about how this problem may affect my ministry role. I also covenant not to willfully break the law without the support of those in leadership over me.

I will maintain a healthy family life, and if single a healthy relational life. If my family or relational life is experiencing serious problems, I will promptly bring this to the attention of someone in leadership over me, and I will cooperate with their judgment about how this problem may affect my ministry role.

AUTHORITY

I agree with, and am committed to supporting and submitting to the spiritual authority and leadership of Sanctuary Church. I realize that how I serve under leadership will determine the kind of culture I create for those under my own leadership.

I agree to surrender the office of leader and/or membership in the Leadership Community, if requested to do so by the Elders, and I will also offer to do so if I am unwilling or generally unable to fulfill the responsibilities and commitments of a leaders and/or an Elder. I also agree, if necessary, to submit to biblical church discipline.

I agree to never exploit or use the people under my care for my own personal, financial, or emotional gain. I agree to serve them and as best I can, placing their needs before my own.

Should conflict ever arise, I will follow the example given in Matthew 18 and address the other person directly with humility, grace and compassion. I will work through the established structure and spiritual authority of our church if an issue requires further help or input for resolution and reconciliation.

I will forgive those who wrong me, and I will not tolerate an attitude of bitterness or strife in my own heart. I purpose to conduct myself with humility, compassion, and forbearance toward my brothers and sisters in Christ. As God convicts me to do so, I will seek forgiveness from those whom I have wronged.

I will seek to live a life of wisdom when it comes to disputable matters, out of concern for my weaker brothers and sisters. I realize that as a leader I am constantly communicating through my life and example. I will be wise in how I use social media,

alcohol, media content and secondary issues of doctrine.

I will abstain from the use of drugs and the overconsumption of alcohol in the spirit of the Apostle Paul's writings in 1 Corinthians 10:23 where he issues this challenge in making missional disciples: "I have the right to do anything," you say—but not everything is beneficial. "I have the right to do anything"—but not everything is constructive."

I agree to abide by and uphold the Covenant Church's position on women in leadership.

Above all I will love. Remembering that this characteristic should mark us as Jesus' disciples and remind the world of his message and his cross.

MISSION

I agree with, and am committed to the mission of our church.

Why

I will pray, seek and work to see the fame and deeds of God renewed and known in our time (Hab. 3:2).

What

As a leader I will aim to join God in making passionately engaged followers of Jesus...

How

...by helping those under my care learn to be with Jesus (upwards), become like Jesus (inwards), do what Jesus did (outward), and follow Jesus in community (withward).

NAME _____

SIGNATURE _____

DATE _____