

The Staff Covenant

We are privileged to be members of a vital and growing community of faith. Therefore, we covenant to ...

- Invest and engage our best selves, head and heart (*kardis*), in the worship of God.
- Develop and nurture the gifts of the present and potential leaders of our fellowship, as well as those of our Ministerial Team.
- Stretch ourselves in ministry throughout the community.
- Enrich the spiritual life and koinonia of our congregation (*orthodoxi*).
- Join our brothers and sisters in Christ on mission as we are led by God's Spirit (*praxi*).

Covenant of the Ministerial Staff

We will “speak the truth in love” with one another, offering one another honest and clear communication in the context of a caring commitment to one another’s growth.

We will discuss openly and in a timely manner any concerns that we perceive to be detrimental to our work and/or antithetical to the spirit and mission of the church.

We will encourage direct communication about concerns and issues that cannot be resolved by sensitive listening and careful interpretation.

We will grow in our faith and in our skills, seeking an ever-deepening relationship with God and expanding our professional competencies and abilities.

We will intentionally explore the spiritual and theological dimensions of our work.

We will encourage each other to find, and the congregation to provide, adequate time and budget support for continuing education.

We will help one another and the congregation to become and remain aware of the impact of events in the wider Baptist world on our individual and collective ministries.

We will maintain integrity in our professional and personal conduct.

We will be committed to high and honorable ethical conduct and will pursue healthy patterns of behavior.

We will hold in confidence any information we have received that, if shared, would be damaging to the mission of the church, out of harmony with the spirit of the gospel, or hurtful to another person’s well-being.

We will, in our conversations with church members about contested issues, share the conclusions which we have reached as a staff rather than the process by which we arrived at those conclusions.

We will honor high standards of excellence in all areas of our work, in our use of the church’s resources and buildings, in our printed and spoken communications, and in our support of the ministries of our lay leaders.

We will celebrate the good work we and the congregation do, offering affirmation and gratitude for one another’s gifts and achievements.

We will encourage each other to reach for the best possible work, creating a climate of positive expectation and practicing mutual accountability.

We will be present for one another, and for one another’s families, in times of celebration and crisis; we will laugh and weep, play and pray, together.

We will gather with one another, and with one another’s families, for times of relaxation, recreation, and fellowship, including, but not limited to, celebrations of holidays and significant events in one another’s lives.

We will make time for listening to one another’s stories, experiences, and concerns, gathering regularly for “staff lunch” and taking advantage of other opportunities to give each other the gift of a listening heart.

