

# ALLIANCE LEADERSHIP TEAM COVENANT

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Everyone wants to be part of a winning team. Winning teams accomplish more than any individual, regardless of who they are. How we function as a team determines our level of success. A high commitment to God and each other will dramatically increase the outcome of our team.

Ken Blanchard says, "There's a difference between interest and commitment. When you are interested in doing something, you do it only when it is convenient. When you are committed to something, you accept no excuses." As a team, the deeper our commitment, the higher our achievement.

## **THE BEST PEOPLE WELCOME COMMITMENTS**

This team covenant is a reminder to each of us that we are never alone in the great task to which God has called us. God has brought us to where we are; He will continue to lead us as together we move forward. Our **common values** based on a common commitment to Jesus will lead us to effective team living.

## **COLLECTIVE TEAM VALUES**

Because we are designed to live in community, and none of us will ever accomplish our mission alone, we dream of growing a team where:

1. We love each other unconditionally
2. God's vision for our Ministry has become a personal vision for each of us.
3. We know that life is not a dress rehearsal and giving our lives to this vision is our best shot at making a difference.
4. We represent each other well before others.
5. We are loyal to each other.
6. We become each other's companions.
7. We laugh and cry together.
8. We hold each other accountable for healthy living, and loving God with all our hearts.

## **INTRODUCTION**

Spiritual leadership carries with it a God-given responsibility and accountability to Jesus Christ, the head of the church. It also carries with it much joy and satisfaction.

You are now in a position where you will, by your leadership, be influencing the direction and ministry of those around you. In many ways, the working relationship of our team determines the effectiveness and future of the church. Therefore, it is of paramount importance that we understand our task and take our God-given responsibilities sincerely.

### **WHAT IS THE OFFICE OF A SPIRITUAL LEADER?**

It is healthy for us to examine what the Scriptures say about a pastor, an elder, an overseer, an undershepherd, if you will, of the flock of God – whom Christ has redeemed with His blood.

We are overseeing God's inheritance – His people. We are the servants of our church. We serve together in the task of oversight and shepherding the flock of God. This team approach makes possible a high level of people-centered care and leadership.

### **WHAT IS THE ATTITUDE THAT WE MUST BRING TO OUR TASK?**

As exemplified by Jesus, the "Basin and Towel" attitude is the key to effectiveness in our ministry. We are servants of the people for Jesus' sake. Our deepest desire must always be for the health and welfare of the people of God. There is no place for self-seeking, no place for personal kingdom building; only a place for godly service, where we, for Jesus' sake, serve the body of Christ. From this attitude, will come the greatest blessings you can imagine.

Leaders recognize that the higher they go in leadership, the less options they have. They give up their options in favor of serving. This key element in effective leadership is what we are invited to embrace as we serve the church of Jesus Christ. This principle is entitled the **leadership pyramid**. The two upward sides represent LEADERSHIP COMMITMENT & INFLUENCE/EXAMPLE. The area inside the pyramid represents the OPTIONS available to us as leaders. As you move up into leadership and influence you find the number of options at your disposal decreases – as you offer 'sacrificial service' on behalf of Christ.

## **WHAT IS OUR BIBLICAL MANDATE?**

For the health of the Church, Christ has commissioned us to "rebuke, exhort, and encourage" with long-suffering and patience and "guard the flock of God" against false teachers, against false doctrine, and against disunity.

We are called upon, in the name of Christ, to the best of our ability, to guard the purity of the church; this will at times require us to deal with sin in the body.

The spiritual leader is one who uses the influence of their Christian life and spiritual gifts to equip and encourage their fellow believers for ministry. In preparing believers for ministry, we need to lead by example.

## **WHAT DEMANDS WILL THIS PLACE ON US?**

- In our personal life – "Watch your life and doctrine closely." 1 Tim 4:16. Each one of us must determine in our hearts to maintain our personal Bible Study and keep growing as a Christian.
- We must, by the grace of God, model disciplines such as regular church attendance, prayer, giving, Spirit-filled love, greeting, hospitality, and caring, so that we are examples to the flock of God.

## **OUR RESPONSIBILITY TO OUR TEAM LEADER?**

You are asked to covenant to befriend, pray for, support, and give him the benefit of your counsel.

## **WHAT CAN WE EXPECT FROM THE LEADERSHIP TEAM?**

- *Loyalty*
  - We will not entertain an accusation about one of the team members without speaking with them about it first.
  - We will stand behind each other and assume the best of each team member.
- *Love*
- *Confidentiality*
- *Commitment to the team meeting*
- *A willingness to be honest and open in discussion.*
  - We commit to state our disagreements along with our reasons so that the team is able to discuss all issues fully. When a team consensus is reached, we never "break rank".
- *When problems are discussed we commit to openness in sharing details.*

- Never say, "People are sharing". Either we say, "who said it and what was said" or we will not raise the issue at all. This permits us to be solution oriented team players.
- *Serve with a Christ-spirit.*
- *That we will "fear the Lord" and love people, not fear people and thus dishonor God.*

## **RESPECTING ORGANIZATIONAL REALITIES (ADAPT TO CHURCH ENVIRONMENT)**

It is taken for granted that staff is responsible to the Senior Pastor, and the Senior Pastor to the Board of Elders. The Board of Elders will not meet with the staff to discuss problems regarding their performance but meet with the Senior Pastor and follow proper channels to effect a solution.

## **WHAT CAN THE TEAM MEMBERS EXPECT FROM ONE ANOTHER?**

- Friendship
- Encouragement (for instance, send congratulations on birthdays and anniversaries)
- Prayer support (by name)
- Support (emotional, etc.)

## **WHAT CAN THE CHURCH EXPECT OF US?**

- That we will have their best interest at heart.
- That we will make godly decisions on their behalf.
- That we will be an example in giving, attendance, prayer, and service in our church.
- That we will be developers of people into leaders.
- That our church will be high on our priority list.
- Every leader has two buckets, one of water and one of gasoline. Our church can expect that we will be people who use the water on problematic fires and use the gasoline on the fire of our vision.

Before God, in the power of His Spirit, I covenant with each of you on our team to live according to these principles.

SIGNED \_\_\_\_\_ DATE: \_\_\_\_\_ 2007