

# SAMPLE BOARD & TEAM COVENANTS

## Church Board Covenant – Guiding Principles for Board Members

As spiritual leaders in our congregation we must demonstrate by example godly Christian relationships, attitudes, and behaviour. As members of the church board we commit ourselves to:

1. pray daily for members of the church board, the pastoral team and the ministry of our church;
2. speak respectfully about each other in all contexts;
3. address and resolve conflicts quickly and biblically;
4. extend forgiveness when offended and carry no grudges;
5. care for other board members when they are in difficulty;
6. come to board meetings prepared, informed, and in prayerful dependence upon the Holy Spirit for wisdom;
7. once the board has taken a decision, to support the board. If unable to do so, then be willing to resign;
8. be honest in all board dealings and discussions, voluntarily identifying potential conflicts of interest and never pursuing a personal agenda;
9. hold all board discussions in complete confidence;
10. agree that the board chair speaks for the board;  
hold one another accountable for this covenant and agreeing to resign if significant and/or consistent violations of its provisions occur

.....

## Team Covenant

We encourage robust dialogue where honest opinions, probing questions and potential solutions can be freely shared on any topic relating to the team's (or one another's) ministries. We commit to robust dialogue without attacking one another and to maintain an open, non-defensive attitude.

In the spirit of Matthew 18, we will always speak in love and keep short accounts when offense has taken place.

We will regularly evaluate progress of the organization or that part of the organization we are responsible for and do so with utmost honesty. We believe in timely execution and ministry results.

We practice autopsy without blame. We know things will go wrong and when they do we will do an autopsy of the failure so that we can learn from it without casting blame for the failure.

We keep our promises. When decisions have been made and assignments given, we are committed to fully executing those assignments on time.

We take full responsibility for corporate decisions our team makes and will not engage in leadership default. Our first loyalty is to this team and we will always represent this team well and fully support its decisions. Outside of our team meetings we speak with one voice.

We keep confidential those issues which are shared in our team meetings which should not be shared with others.

We are committed to thinking the best of one another, speaking the best of one another, praying for one another and supporting one another's ministries.

We agree to hold one another accountable for keeping this team covenant and we agree to allow others to call us on it if we violate this agreement

.....

### **Behavioral Covenant**

In our work and conversations as \_\_\_\_\_, we realize that there can be conflict, disagreements, and misunderstandings. We can be guided by healthy norms in order to maintain clear communication and personal assumptions. Therefore, we covenant together in these guidelines for loving relationships and values to guide our ministry.

We promise to value each other as gifts from God and will work to live and work in respectful relationship. John 13: 34, Romans 12:10

We promise to value, as a team, the ministry of \_\_\_\_\_ under the leadership of \_\_\_\_\_ . Hebrews 13:17, 1 Thess. 5:13

We promise to make our thoughts captive to the obedience of Christ, to express criticism and negative feelings first, to the person, not to others, and seek reconciliation as far as possible. Romans 12:18. 2 Cor. 10:5

We promise to maintain relationships of confidentiality in matters of personal and professional matters.

We commit to process major strategies and decisions as a team, allowing for emergency situations to be addressed by email or phone. Isa. 1:18 , Eph. 4:3

We accept disagreement, conflict and evaluation as normal and natural. In this regard, we will seek to deal constructively with disagreements or conflicts by practicing Matthew 18:15-17. Matthew 5:23,24

We promise to lead by following the example of Christ. 1 Cor.11:1, Titus 2:7  
We promise to be good stewards of our together for the benefit of one another and the churches we serve.

We, as those forgiven by God, seek also to be a forgiving team, offering God’s forgiveness to one another and others with whom we have opportunity to share the forgiving nature of Christ. Col. 3:13

We promise to support one another and the work of the commission through prayer. Col. 4:2

.....

### **Behavioral Covenant**

The Leadership Team and Staff are deeply concerned with, and committed to the unity of purpose for our congregation. Our vision is to make a lasting impact upon the community around us with the Gospel message of Jesus Christ! We seek, therefore, to guide our actions with the words of Colossians 3:12-17 and 1 Thessalonians 5:12-26. In as much we seek to present our plans, dreams and ideas through the Leadership Team to the congregation in an open and forthright presentation seeking the advice and consent of our congregation.

As the people of \_\_\_\_\_ Church, we covenant together to...

- Build each other up and not tear down. I Thessalonians 5:11
- Respect and honor the leadership of the church; the Church Staff, Leadership Team as well as other lay leaders. I Thessalonians 5:12
- Seek to communicate clearly, completely and directly. Ephesians 4:14-16
- Offer our opinions with clarity and humility. Colossians 3:12-14
- Make positive investments in each others lives. Colossians 3:15-16
- Seek to discover what is best for our church as a whole, not what may be best for us or for some small group in the church. Philippians 2:3-6
- Accept disagreement, conflict and evaluation as normal and natural. Philippians 4:2-3
- Walk hand in hand even though we may not always see eye to eye. Colossians 3:14-15
- Believe the best of each other and give each other the benefit of the doubt. Phil 4:8-10
- Seek to be, as a body, in prayer and submission to the Holy Spirit. I Thess 5:16-19
- Commit to being inconvenienced for the sake of the Gospel. Philippians 2:5-11

.....

## **Board Covenant**

Knowing that we, as leaders of this congregation, must model godly relationships before on another and the church, we commit ourselves to:

- Pray daily for fellow members of the leadership team and for the ministry of the church
- Never speak ill of any member of the team
- Resolve broken relationships personally and quickly
- Forgive one another when offended and hold no grudges
- Always support decisions of this board once they are made, unless a biblical, moral issue is at stake
- Care for one another when a member is hurting
- Always be honest in board deliberations and never devious in seeking personal agendas
- Never betray a confidence of the board
- Hold one another accountable for this covenant and agree to step off the board if there is regular violation of these agreements.