



LEADERSHIP COVENANT

Introduction

Thank you for your interest to serve in one of our family ministry environments! There are a few things we want you to know about what we expect of our volunteers in these environments. First, you need to understand that, as a volunteer in this ministry, you will be in a leadership position. As a result, the children will watch what you do and say very closely. We think that's great! We should all strive to be good and God-honoring role models for each generation. It is always good to remember that, as a role model, our personal lifestyle is important.

First and foremost, our lifestyle must match and emulate what God has laid out in the Bible. As Baptists, much of what we believe about living a biblical lifestyle is laid out in the Baptist Faith and Message (2000). Many of the day-to-day questions about what it means to live a God-honoring, biblically-based lifestyle can be answered by referring to that document.

Second, we must make sure who we are on Sunday is who we are the rest of the week. While this is about far more than just the issues laid out below, there are a few issues that are worth discussing now to ensure that we are all in agreement from the very beginning.

Sexual Behavior

We believe that sex was created by God as an expression of intimacy within the context of biblical marriage. Volunteers who lived a lifestyle that contradicts this teaching would find themselves having to pretend to be something they are not (and even believe something they do not believe). To protect both you and the church from this—and to preserve the integrity of our teaching—we ask all of our leaders to agree they will not:

- Become involved in a sexual relationship that is inconsistent with the teachings of scripture as interpreted by the church. This includes any type of sexual activity before being married.
- Live with someone of the opposite sex without being married.
- Become involved in a sexual relationship outside of their marriage.

All leaders must agree—and adhere to—all three of these requirements. Any leader who engages in one or more of these behaviors will likely disqualify himself or herself from further leadership service.

Substance Abuse

If you have a history of alcohol or drug abuse, this might be something God can use in a positive way to impact the future of the next generation. We would appreciate the chance to talk with you further about your story (and how it might positively impact children in our ministry). We must have this discussion *before* you are eligible to serve in any leadership position.

That said, if any of the following are part of your personal history, you will likely be disqualified from serving in the Awana ministry at this time:

- If you have been arrested for or convicted of an alcohol or drug-related offense in the past twelve months.
- If you are currently being treated for alcohol or drug abuse.
- If you have used any illegal substance in the past twelve (12) months.
- If consuming alcohol to the point of being impaired (e.g., unable to drive legally) is a regular part of your lifestyle.

Social Media

If you have one or more social media pages and/or accounts, the children in your group (and even their parents) will likely visit them. If you blog, tweet, Periscope, Vine, Instagram, Snapchat, Facebook, or have any other similar online presence, many of the children/parents will follow you through those platforms. This is not a bad thing. We think social media can be a great way to connect with your few outside of Sunday!

However, we must remind you that they will be able to see everything you post publicly. Please use your social media presence in a positive, God-honoring way. We must all be mindful of our positions, and how our online behavior impacts the church (and the Kingdom of God).

You should be aware that church personnel may review your online presence prior to asking you to serve (and while you are serving). We will likely ask you not to serve—or to discontinue your service—for the following reasons:

- If you use inappropriate language on a regular basis.
- If you post pictures of yourself in clothes, situations or locations which are inconsistent with the teachings of scripture and the church.
- If you advocate or otherwise post support for ideologies, lifestyles or causes which are inconsistent with the teachings of scripture and the church.
- If you denigrate or otherwise post opposition to the ideologies, lifestyles or causes which are consistent with the teachings of scripture and the church.

Direct/Private Online Interaction

As stated above, we believe social media can be a wonderful tool. However, it can also be a dangerous trap if we are not careful. We encourage all leaders who work with children and youth to avoid on-going, private interactions with minors online. It is fine for the children and youth to “lurk” or otherwise view what is publicly posted online. However, engaging in continuing, private, one-on-one interactions online (i.e., instant messaging, texting, chatrooms, web-forums, etc.) exposes both you and the church to unnecessarily difficult—and even dangerous—situations. Any private online interactions with minors should be done in a way to minimize them being misconstrued as inappropriate. In addition, these principles should be considered for those volunteers serving with adults as well.

Any questions about what is appropriate should be directed to tparker@fishhawkfc.org

Acknowledgement

I agree to the terms above, and will abide by them as long as I am a volunteer at FishHawk Fellowship. If I am unable to uphold this covenant I understand that I will need to resign from my volunteer position (and that I may be asked by the leadership to resign).

Volunteer Signature and Printed Name

Date

Parent/Guardian Signature and Printed Name
(if volunteer is under 18 years of age)

Date