

LEADERSHIP COVENANT

Introduction

Thank you for your interest in serving as a leader at FishHawk Fellowship Church! There are a few things we want you to know about what we expect of our volunteers in leadership positions. We should all strive to be good and God-honoring role models. 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 live 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 others. We would appreciate the chance to talk with you further about your story (and how it might positively impact others 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 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, those in your group will likely visit them. If you blog, tweet, Periscope, Vine, Instagram, Snapchat, or have any other similar online presence, many 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 friends 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, youth and adults 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 and adults should be done in a way to minimize them being misconstrued as inappropriate.

Leadership Covenant

As a church leader, there are expectations and responsibilities and we ask you to enter into a covenant by making the following commitments:

1. I will embody and reflect the mission and values of FishHawk Fellowship Church, the leadership, and the staff.
2. I will faithfully attend worship at FishHawk Fellowship Church.
3. I will participate in the church through my regular financial giving.
4. I will abide by the guidance given in the Leadership Covenant.

Confidentiality (please initial _____)

As a leader in the Church, you will likely be made aware of sensitive and /or confidential information from time to time. This information may or may not be legally protected by virtue of Florida law. However, our policy and practice is for all church leadership to keep sensitive information confidential and not share it with anyone outside of their respective committee, council or group (unless required to do so by Florida law or directed to do so by a member of the pastoral staff). Such sensitive information includes, but is not limited to, any deliberations of a committee, council or group when its chairperson expressly states such discussions are to be kept private and/or confidential.

Any questions about whether any information is to be treated as confidential shall be referred to the Executive Pastor. Unless and until given express direction otherwise by someone in a superior position of authority, ALL information which is learned in the course of performing one's leadership role here at the Church (and is not otherwise public) shall be assumed to be confidential.

Any questions about what is appropriate should be directed to Pastor Tony Parker at 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

Date

Volunteer Printed Name: _____