

# Staff Covenant: The United Methodist Church of the Resurrection

*Pastors and staff are among those who fulfill the biblical roles of elders and deacons, shepherds and teachers. In the New Testament, leaders were held to high standards. Paul set forth attributes for leaders who were to live "above reproach." Peter, likewise, challenged leaders to be "examples to the flock." As staff, we set the pace by modeling the Christian life for our congregation and help shape the heart and character of this church. It is vital for staff members at Resurrection to walk the Christian walk because spiritually healthy leaders produce a spiritually healthy church.*

## Who We Are

**Our Purpose:** to build a Christian Community where non-religious and nominally religious people are becoming deeply committed Christians.

**Our Vision:** changing lives, transforming communities and renewing churches.

**Our Journey:** knowing, loving and serving God.

We are a United Methodist congregation, and our leaders uphold our heritage by pursuing ministry in keeping with our tradition. We seek to be orthodox in faith, generous in spirit, broadminded, passionately devoted to Christ, and wholly surrendered to God. We strive for personal holiness and inviting people into a life-transforming relationship with Jesus Christ. We also pursue social holiness in the public sphere by addressing key issues of our time so that our world will look more like the Kingdom of God. United Methodists are willing to ask difficult questions, take on challenging subjects and admit we don't always have every answer.

United Methodists are "people of the Book," whose faith is firmly rooted in and built upon the scriptures. We hold the Bible to be divinely inspired and are committed to live by its words. We also recognize the Bible was written by people who heard God in the light of their own cultural and historical circumstances. As such, we make use of scholarship and study the scriptures carefully. When we encounter theological differences among Christians, we bear in mind John Wesley's approach, "in essentials, unity; in nonessentials, liberty; in all things, charity." United Methodists share a common heritage with other Christians, holding to the historic essentials of the Christian faith.

We believe the goal of the Christian life is to love God with all your heart, soul, mind and strength, and to love your neighbor as you love yourself. From the beginning of the Methodist movement, we were known as "reasonable enthusiasts," those who are both emotionally and intellectually engaged. We value passionate worship, relevant preaching, small groups to hold Christians accountable to one another, and serving those who are in need. We value the spiritual disciplines and take a "methodical" approach to growing in the faith. United Methodists value the full participation of women and men, people of all backgrounds in every facet of fellowship and leadership within the church and society.

This is our heritage, and it continues to shape the Church of the Resurrection in every area of our ministry.

## Staff Commitments

### **Three General Rules of Methodist Societies:**

We continue the tradition of commitment to the "General Rules" John Wesley established to guide Methodists in the pursuit of *sanctification*, or what Wesley referred to as "Christian perfection."

1. Avoid things that would separate us from God, or bring harm to others.
2. Do good of every possible sort.
3. Pursue growth in our spiritual lives.

## Staff Attributes:

Staff members embody our church's best values. These guide our hiring and evaluation and call our staff toward a vigorous pursuit of the Christian life and effective service.

### **Christ Centered**

- Through actions and words, shows a personal desire to know, love and serve God.
- Highly engaged in achieving the church's purpose, vision and journey.

### **Committed**

- Produces quality work and takes personal responsibility for fulfilling commitments.
- Wholeheartedly serves others and cultivates the leadership of volunteers.

### **Courageous**

- Approaches challenges with optimism, flexibility and creativity.
- Initiates and engages productively in difficult conversations, when needed.

### **Compassionate**

- Encouraging, humble, and gracious, even when under stress.
- Shows respect and consideration for those within and beyond his/her immediate team.

### **Continually Improving**

- Sets high expectations and proactively improves ministry and self.
- Actively seeks and responds positively to constructive feedback.

## Church Engagement:

Staff members set the pace of commitment for the church. As such, we commit to fulfill and exceed the membership expectations at Resurrection, recognizing that some staff members fulfill these expectations through participation in another church.

- Worship* Attend each weekend, in person whenever possible.
- Grow* Commit to personal spiritual growth and small group participation.
- Serve* Volunteer both inside and outside the walls of the church.
- Give* Contribute financially, with the tithe being the goal.
- Share* Bear witness to faith in Jesus Christ, through word and deed.

## Denominational Standards of Practice:

Staff members are called, with God's help, to pursue the highest personal standards of holy living. The United Methodist Church outlines specific expectations of faith and practice for pastors. Because leadership at Resurrection is shared between clergy and laity, our church also calls upon each member of the staff to strive toward the following standards:

*For the sake of the mission of Jesus Christ in the world and the most effective witness to the Christian gospel... the Church expects those who seek ordination to make a complete dedication of themselves to the highest ideals of the Christian life. To this end, they agree to exercise responsible self-control by personal habits conducive to bodily health, mental and emotional maturity, integrity in all personal relations, fidelity in marriage and celibacy in singleness, social responsibility, and growth in grace and in the knowledge and love of God.*

*2012 Book of Discipline ¶310.2d*

Signed: \_\_\_\_\_ Date: \_\_\_\_\_