

# Staff Covenant

Lutheran Church of Hope + February 2024

***“Love each other. Just as I have loved you, you should love each other. Your love for one another will prove to the world that you are my disciples.” –Jesus (John 13:34-35)***

As a part of the Lutheran Church of Hope staff, I agree to live by this covenant, with God’s help and by his grace ...

## **RELATIONSHIP with GOD**

- + We **seek** God’s Kingdom first.
- + We **believe** Jesus is the way, the truth & the life.
- + We **follow** the Holy Spirit’s lead and remain open to change.
- + We **serve** the Lord as cheerful givers of our time, talents, and money.
- + We **trust** the Bible as God’s inspired Word, and our final authority for daily life.
- + We **worship** God weekly together with our church family, in person, at Hope.
- + We **refresh** weekly by taking a day off from work.

## **RELATIONSHIP with STAFF**

- + We **choose love** for one another and assume positive intent.
- + We **cheer** for one another rather than compete.
- + We **support** one another publicly and resolve conflicts privately.
- + We **build up** one another with truth spoken in love, not words of shame or manipulation.

## **RELATIONSHIP with CHURCH**

- + We **pray** for our church family.
- + We **celebrate** church growth, both deep and wide, as a blessing rather than a burden.
- + We **prioritize** what’s best for the church over personal preference in ministry decisions.
- + We **build up** volunteer teams to do ministry rather than “do church” for the congregation.
- + We **respect** volunteers as partners in ministry, not subordinates.
- + We **lead** with an attitude of gratitude, teamwork, joy, humility and harmony.
- + We **speak positively** about Hope, and the wider church, in conversations with others.

Name (signed): \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Name (printed): \_\_\_\_\_

# Staff Relationship Standards

Lutheran Church of Hope + February 2024

*Please consider this list the standard by which we hold one another accountable as church staff ... out of love for you, your families & your church:*

## **1. If you're married...**

- a. Honor your wedding vows. Remain faithful to your spouse.
- b. Don't go on "date-like" outings (romantic dinners, intimate dancing, long walks on the beach, etc.) with anyone other than your spouse.
- c. Don't flirt (suggestive comments, physical touch that crosses the line, kisses, prolonged hugs, etc.) with anyone other than your spouse.
- d. Don't have an emotional affair. If you're having marriage issues, find a counselor. Not all affairs are physical, but all affairs are harmful.

## **2. If you're single...**

- a. Honor wedding vows. Don't be the "other man/woman" in a marriage.
- b. If you date, date responsibly and save sex for marriage. Statistically, marriage is better—less divorce, deeper bonds, better sex—for couples who wait.
- c. Don't flirt (suggestive comments, physical touch that crosses the line, kisses, prolonged hugs, etc.) with a married person.
- d. Don't have an emotional affair with a married person. Tell him/her to find a counselor. Not all affairs are physical, but all affairs are harmful.

## **3. Be wise and discerning about meetings...**

- a. Meet one-on-one with others in more public than private, spaces. If you meet in an office, make it transparent (window shades open, doors unlocked, lights on, and a co-worker, friend, or spouse who knows you're meeting).
- b. See and respect people you meet with as brothers or sisters in Christ. If you're both single and potential for a dating relationship happens, make sure it's mutual and pressure-free.