



SERVING TEAM COMMITMENT

To provide a safe, appropriate, consistent and effective serving environment at ECC, we have developed a three-tier serving team structure:

- Team Member
- Leader (includes Apprentice - future expectations)
- Shepherding Leader (leader responsibilities along with the added responsibility of spiritual shepherding. Example: Adult small group leaders and coaches, kid's ministry coaches, student ministry small group leaders and coaches, care ministry small group leaders and coaches, worship leaders, staff, Elders, etc.)

The ministry leader will personally review the appropriate tier level Serving Team Commitment with each potential serving team member to ensure understanding and agreement prior to them engaging in service, and on an annual basis thereafter. This is in addition to reviewing with them their specific serving role description and responsibilities.

If the ministry leader determines that the serving role or tier level is not a good fit for the potential serving team member, it is the ministry leader's responsibility to work with the individual (and other teams) to find an alternative serving role that better aligns with their gifts, spiritual maturity and life situation.

There is a place for everyone to serve, grow and belong at ECC!

TEAM MEMBER

Because we are following the example of Jesus, serving is a natural and essential part of our lives and the mission of Eagle Christian Church.

As a serving Team Member I commit to the following:

- As I learn and grow, I will continually take my next right step in finding/following Jesus Christ.
- I will champion the mission of ECC: Reach - Teach - Equip - Send
- I will protect the unity of the church by praying for its growth and health, acting in love towards one another, refusing to gossip, following the leadership of our church, and promoting unity within my areas of influence.
- I will fulfill the responsibilities of my serving role to the best of my ability.
- I will be accountable to my staff leader and ministry leader for the performance of my role.
- I will submit to a background check (if required).

I have reviewed the points above with my ministry leader and agree to uphold these commitments.

Ministry Leader: _____

Team Member: _____

Signature: _____

Date: _____

LEADER

Because we are following the example of Jesus, serving is a natural and essential part of our lives and the mission of Eagle Christian Church. As a Leader, there is a greater expectation for our commitment to following Jesus and influencing others.

As a Leader I commit to the following:

- I have made the decision to follow Jesus Christ and have been baptized by immersion.
- As I learn and grow, I will continually take my next right step in following Jesus Christ.
- I have made ECC my church home and will regularly attend services and financially support its mission.
- I have placed membership with ECC and align with its beliefs and distinctives.
- I will champion the core values of ECC:
 - Biblically Driven
 - Discipleship
 - Servanthood
 - Authentic Community
- I am committed to the mission of ECC:
 - **Reach** people with the gospel message of Jesus Christ.
 - **Teach** people to become devoted disciples.
 - **Equip** people for Kingdom service.
 - **Send** people into ministry.
- I will protect the unity of the church by praying for its growth and health, acting in love towards one another, refusing to gossip, following the leadership of our church, and promoting unity within my areas of influence.
- I will fulfill the responsibilities of my serving role to the best of my ability.
- I have completed (or will complete) all sessions of Empower (if required).
- I will attend periodic leader gatherings.
- I will perform regular administrative duties - taking attendance, scheduling, keeping the roster current, etc.
- I will keep all sensitive information confidential including personal conversations and database information (exception: mandatory reporting and issues involving self-harm).

- I will be accountable to my staff ministry leader/coach for the performance of my role.
- I will consistently communicate and meet with my staff ministry leader/coach.
- I am committed to lead for a minimum of one year.
- I will submit to a background check.

I have reviewed the points above with my ministry leader and agree to uphold these commitments.

Ministry Leader: _____

Leader: _____

Signature: _____

Date: _____

SHEPHERDING LEADER

Because we are following the example of Jesus, serving is a natural and essential part of our lives and the mission of Eagle Christian Church. As a Shepherding Leader, there is a greater expectation for our commitment to following Jesus, personal integrity, effective leadership, and providing spiritual shepherding and care to others.

As a Shepherding Leader I commit to the following:

- I have made the decision to follow Jesus Christ and have been baptized by immersion.
- As I learn and grow, I will continually take my next right step in following Jesus Christ.
- I have made ECC my church home and will regularly attend services and financially support its mission.
- I have placed membership with ECC and align with its beliefs and distinctives.
- I will champion the core values of ECC:
 - Biblically Driven
 - Discipleship
 - Servanthood
 - Authentic Community
- I am committed to the mission of ECC:
 - **Reach** people with the gospel message of Jesus Christ.
 - **Teach** people to become devoted disciples.
 - **Equip** people for Kingdom service.
 - **Send** people into ministry.
- I will protect the unity of the church by praying for its growth and health, acting in love towards one another, refusing to gossip, following the leadership of our church, and promoting unity within my areas of influence.
- I will fulfill the responsibilities of my serving role to the best of my ability.
- I have completed all sessions of Empower (if required).
- I will attend periodic leader gatherings.
- I will perform regular administrative duties - taking attendance, scheduling, keeping the roster current, etc.

- I will keep all sensitive information confidential including personal conversations and database information (exception: mandatory reporting and issues involving self-harm).
- I will be accountable to my staff ministry leader/coach for the performance of my role.
- I will consistently communicate and meet with my staff ministry leader/coach.
- I commit to integrity in my relationship with Jesus and in my personal/public life (please see the **Shepherding Leader Accountability** document), including:
 - Sexual relationships/behavior
 - Substance abuse
 - Social media
 - Emotional maturity/intelligence
- I am committed to lead for a minimum of one year.
- I will submit to a background check.

I have reviewed the points above and the Shepherding Leader Accountability document with my ministry leader and agree to uphold these commitments.

Ministry Leader: _____

Shepherding Leader: _____

Signature: _____

Date: _____

SHEPHERDING LEADER ACCOUNTABILITY

By serving in a shepherding leader role at ECC, you are stepping into a position of accountability and authority. Those you lead, along with the rest of our community, will watch your actions closely and take your words seriously.

As a shepherding leader, a lifestyle of integrity is non-negotiable. Integrity means the identity you present at ECC is consistent with who you are everywhere else. As culture has changed, there is a need to be more specific about the behaviors that align with a lifestyle of integrity. The four issues that surface most often involve sexual relationships/behavior, substance abuse, social media, and emotional maturity/intelligence.

REGARDING SEXUAL RELATIONSHIPS/BEHAVIOR

We believe that sex was created by God as an expression of intimacy between a man and a woman within the context of marriage (Genesis 2:24). Leaders who participate in or advocate a behavior that conflicts with this teaching will eventually find themselves having to pretend to be something they are not or to believe something they don't. With the desire to set you up for success in a shepherding leader role, we ask that you let us know if any of the following are currently true in your life:

- You are involved in a sexual relationship outside of marriage.
- You are single and living with a member of the opposite sex.
- You are pursuing or involved in a same sex relationship.
- You are married and are involved in an emotional or sexual relationship outside of your marriage.
- You are struggling with pornography or lustful activity without personal accountability by a trusted friend, mentor, leader, etc.

If any of these are true for you, we would love to help you find an alternative serving role so you can use your gifts and continue to grow in faith and community.

REGARDING SUBSTANCE ABUSE

If you have been arrested for or convicted of an alcohol or drug related offense in the past twelve months, are currently being treated for alcohol or drug abuse, and/or you

have used any illegal substance or abused any controlled substance in the recent past, we ask that you not serve in a shepherding leader role at this time.

If we can help you find victory in this area of your life, we would feel privileged to do so.

God can use our struggles and issues for His glory. If alcohol or drug abuse is part of your story, but not currently an issue, let's have conversation to make sure that this is the appropriate time for you to serve in a shepherding leader role.

REGARDING SOCIAL MEDIA

People you lead and serve with will visit your social media pages. If you are leading a group of children or students, their parents may also visit. If you blog, some people will choose to keep up with you through this medium as well. While social media can be a great tool, it also serves as a window into your life beyond ECC. In that regard, we ask that you use social media with your ECC leadership role in mind (Ephesians 4:29). As a shepherding leader, we ask you follow these guidelines as you interact on social media:

- Respect confidentiality. If you post something to do with ECC, be sure that what you are sharing has already been communicated by ECC staff leadership with the church at large before posting it.
- Respect the church and its staff. Please remain respectful of the church and our people - attenders, members, volunteers, leaders, coaches, staff and Elders - including their family members. Any complaint or conflict should be discussed privately and directly with the person or persons involved, not aired in a public forum.
- Maintain integrity. Please ensure the words, images and links posted on your social media platforms align with the responsibilities and commitments you are making as a leader at ECC.

REGARDING EMOTIONAL MATURITY/INTELLIGENCE

Working with people is at the very heart of serving in the church. As a leader, we expect you to display emotional maturity/intelligence as you relate to those around you. The following are signs of emotional maturity/intelligence in your relationships:

- You consistently build trust with others through honesty, integrity and vulnerability.
- You resolve conflict in a direct, timely and healthy manner.

- You pass complaints and frustrations up to your leaders rather than sideways or down to others.
- You are self-aware and practice self-regulation.
- You are able to understand the emotions of those around you and respond appropriately with empathy and love.
- You are a calming influence (step-down transformer), reducing stress and anxiety in relationships and situations.

All of the points above are consistent with the fruit of the Spirit: Love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control. Galatians 5:22-23

If these signs of emotional maturity/intelligence are not currently evident in your life, we ask that you not serve in a shepherding leader role at this time. If we can help you grow in this area or connect you with a mentor, we would love to do that.

FINAL THOUGHT

Is there anything that we haven't already discussed that if brought into the light could be a potential problem for your reputation or the reputation of Jesus and/or the church?

Thank you for your interest in serving as a shepherding leader. If it's determined through an intentional discussion with your ministry leader that this is not the right time for you to serve in this capacity, please let us help you find an alternative serving role that better aligns with your gifts and experience.

At ECC there is a place for everyone to serve, grow and belong!