

Journey Community Church Leadership Agreement

Thank you for your interest in serving as a leader at Journey Community Church. By showing interest in a leadership role in one of our ministries, you are assuming a position of authority and influence. Leadership is influence, pure and simple. As a leader, the people of Journey will see you as an example and take what you say seriously. As a leader, your lifestyle inside and outside the church is part of the equation. How you present yourself at church should be consistent with how you live your life outside of church.

While many leaders would consider some of this to be common sense, we live in a culture that requires us to make some things extremely clear. John 1:14 tells us that Jesus was full of grace AND truth. As leaders, we hold tight to the truth while offering grace to those who struggle to understand it. 1 Timothy 3 tells us that anyone looking to lead needs to be above reproach. This means that most accusations brought against a leader could be dismissed quickly because we have set boundaries on ourselves for protection.

Please hear our hearts. If there is an issue with any of these areas, conversations that lead towards reconciliation are our goal. We desire for any leader (including staff) to walk towards repentance of sin instead of hiding sin like Adam and Eve did in Genesis 3. We want our accountability to be mutual. God calls us to Himself and continues to call us even in our sin.

Here are several areas we believe we need to be extremely clear about:

Spiritual Growth: As leaders, it will be easy to get caught up in “doing” the work of ministry and neglect your personal spiritual growth. We cannot take people where we are not going ourselves. We believe the Bible is the standard for everything we do. Spiritually speaking, we ask that these statements are true in your life:

- You have a real, personal relationship with Jesus.
- You are committed to consistently building your relationship with Jesus through regular Bible reading, prayer, worship, fasting, and giving.
- Your family remains a top priority as part of a balanced spiritual life.

**If you are struggling to maintain a balance or beginning to feel burnt out, please talk to the leadership in your ministry area.*

Sexual Behavior: Because our culture has made sex such a prominent aspect of our lives, it's important that we keep God's Word as the standard for this area. We believe the Bible teaches that sex was created by God as an expression of intimacy between a man and woman committed to each other within the context of marriage. Leaders who embrace lifestyles or behaviors that are different from this teaching will not be able to lead by example in this area. Here are several circumstances that will keep you from being able to lead at this time:

- If you are not married and involved in a sexual relationship.
- If you are not married and living with a member of the opposite sex.
- If you are married and involved in a relationship outside of your marriage.
- If you are involved in an LGBTQ lifestyle.
- If you are actively engaging in pornography.

**In all these instances, we ask that you seek godly counsel quickly.*

Substance Abuse: Our culture is continuing to find ways to cope with life situations, and we want to make sure that our leaders do not allow themselves to be controlled by substances other than the Spirit of God. Ephesians 5:18 tells us to not get drunk but be filled with the Holy Spirit. While most think only about alcohol in this verse, it's clear that there are other substances that can have drastic consequences on our lives. Here are some circumstances that will keep you from being able to lead at this time:

- If you have recently been arrested or convicted of drug or alcohol offenses.
- If you have recently used illegal drugs or legal drugs beyond prescription.
- If you are regularly consuming alcohol to the point of intoxication.

**As leaders, we ask that you refrain from posting on social media about alcohol as there is no way for others to know if this is your first or tenth drink.*

Social Media: Because of the prominence of social media platforms, people will quickly look to your social media accounts as a reflection of your lifestyle and leadership. Many people in our groups use social media to stay connected and informed with each other. It is important that the words and images we use be honoring to God. Colossians 3 tells us that whatever we do, we should do as unto God and not men. Here are some circumstances that will keep you from being able to lead at this time:

- Posting images/videos/words that are profane in nature.
- Reposting from sources that are known for being profane in nature.
- Posting dishonoring comments about other people.

Our hope in all of this is that you will be able to effectively lead the group of people God has called you to influence. We want your influence to be positive and pointing to Christ as the hope of the world. We are available for a conversation on any issue you believe needs to be discussed. Again, we want to be like Jesus who was full of grace and truth. We want to live by 2 Corinthians 5:17-21. We are new creations created to be ambassadors of reconciliation.