

Leadership Agreement

This Leadership Agreement applies to all Pastors, Deacons, Elders, paid staff, and certain volunteer positions. Volunteer positions would include department leaders and the lead classroom teachers. Please contact your supervisor if you have questions about whether or not this policy applies to you.

PURPOSE

That the leaders of Colonial Baptist Church are above reproach so that people will see, hear and respond to our leadership in directing them toward the grace of Jesus Christ and to encourage our leaders to pursue a careful, exemplary Christian lifestyle that encourages other believers and strengthens the church.

PARTICIPANTS

This agreement is for all individuals in regular teaching positions or pastoral care positions, all paid staff, Elders, Deacons and other ministry leadership positions at Colonial Baptist Church.

From time to time, you may be asked by your ministry supervisor to reaffirm your commitment to this agreement. If we discover, or you determine that you can no longer abide by the terms of this agreement, we will ask you to step down, at least temporarily, from your leadership role. If appropriate, your supervising pastor and/or the Elders will determine the criteria and plan for restoration to your position.

PRINCIPLES

Most aspect of our Leadership Agreement are based on clear biblical teaching. Some areas, however, would fall in the area of "Christian liberty" and are things from which we ask our leaders to abstain. Because of our individual and community responsibilities, we need a mutual commitment within the body to certain standards of behavior that we may effectively accomplish the church's purpose (Philippians 3:15-17). Although certain practices and attitudes are clearly prohibited in Scripture, others are simply matters of taste and discretion (Romans 14:1-6). We recognize the problems of Christian liberty, especially in areas which may not, of themselves, be either good or bad. Even committed Christians may disagree in these areas.

We want to focus on the positive. Our message is Christ, the cross and what is clear in Scripture. We do believe spiritual leaders should show extra care because of their influence on others. We ask that those in leadership and influential positions be obedient to the Lord and growing in maturity. Then, even in areas of debate or Christian

liberty, we ask leaders to live with Paul's attitude of concern to build up and not hurt others (Romans 14:19, 20).

Observing this agreement does not comprise the whole of our responsibility to God. We appreciate each leader's willingness to follow these guidelines because of the maturity and spiritual concern it shows for the whole Christian community.

There are several guiding principles under grace for deciding between right and wrong.

1. **The Principle of Love.** Though convinced that I have liberty to do something, nevertheless, out of love for the weaker brother, I will limit my freedom when necessary to avoid being a stumbling block (Rom. 14:15; 1 Cor. 8:1-13). If my actions may cause a believer to stumble by influencing him or her to follow my example, the question is, "Do I really have liberty to follow my own conviction regarding the doubtful thing?" The answer is an emphatic no! Listen to the warning of the following passage: Romans 14:15-20 - "For if because of food your brother is hurt, you are no longer walking according to love. Do not destroy with your food him for whom Christ died. Therefore do not let what is for you a good thing be spoken of as evil; for the kingdom of God is not eating and drinking, but righteousness and peace and joy in the Holy Spirit. All things indeed are clean, but they are evil for the man who eats and gives offense."
2. **The Principles of Profitability and Edification.** While all things that are not specifically forbidden by Scripture, particularly the New Testament, are lawful to me as a believer, the question I must ask is, "Is it profitable to my spiritual life, to God's goals for me, to my health, to my testimony to the lost and my life as an example to other believers?" The Apostle wrote, "All things are lawful for me, but not all things are profitable" (1 Corinthians 6:12). Again in 1 Corinthians 10:23, Paul wrote, "All things are lawful, but not all things are profitable. All things are lawful, but not all things edify."
3. **The Principle of Enslavement.** The issue here is who and what is in Control? The answer to this question becomes a determining factor as to whether we really should or should not do the thing in question. Paul succinctly stated it this way, "All things are lawful for me, but I will not be mastered (brought under the control of) by anything" (1 Corinthians 6:12b). Believers are to walk under the control of the Holy Spirit (Eph. 5:18; Gal. 5:16). By means of the Spirit, they are to have control over all aspects of their lives rather than be under the control of what we might call life-dominating patterns. The body is a wonderful

slave and God's instrument of service, but it is a poor master. The questions we must ask is, "Will it enslave me? Is it something that is known to be habit forming or addictive so that it could enslave me?" This does not automatically exclude something and anything can become a habit that controls me, but this principle does pose a warning.

4. **The Principle of the Temple.** The New Testament teaches us that the body is the temple, the very dwelling place of the Holy Spirit and should be cared for accordingly (1 Corinthians 6:19-20). The body is an instrument used by the Spirit of God, a vehicle of service by which we can glorify God. A weak body becomes a weak instrument, so we need to care for it and protect it. This means proper rest, diet, exercise and the elimination of those habits which are unhealthy and harmful.
5. **The Principle of Exaltation.** Here we must ask the question, "Will it glorify or exalt the Lord and His glory?" In a context dealing with doubtful issues, we are told to act on this principle, "Whether, then, you eat or drink or whatever you do, do all to the glory of God" (1 Corinthians 10:31).
6. **The Principle of Constraint.** In 2 Corinthians 5:14-15 we read "For the love of Christ controls us (compels, constrains), having concluded this, that one died for all, therefore all died; and He died for all, that they who live should no longer live for themselves, but for Him who died and rose again on their behalf." Christ, our supreme model, said, "For even the Son of man did not come to be served, but to serve, and to give His life as a ransom for many" (Mark 10:45). This means the need for sacrifice whenever and wherever, or one forfeits the right of leadership. (cf. 1 Cor. 9:1- 23; 2 Thess. 3:7, 9; 1 Tim. 4:12; Heb. 13:7; Tit. 2:7)

PROMISES:

Colonial's leaders make the following specific commitments:

- I have accepted Jesus Christ as my personal Savior.
- I am a member (or actively pursuing membership) at Colonial Baptist Church.
- I believe and adhere to the Statement of Faith (doctrinal position) of Colonial Baptist Church and agree to serve in cooperation with all policies established by the church.
- I do not participate in expressing the sign gifts (tongues, prophecy, etc.) or encourage others to do so (1 Corinthians 12:13, 12:31, 13:8, 14:2, 14:19, 14:22).
- I support Colonial with my time, money and loyalty.
- I seek to live a dedicated Christian life according to the standards of God's Word, and I purpose to put sin out of my life so that my influence to others might be encouraging and not a hindrance (Romans 14; 1 Timothy 3; Titus 2).
- I am committed to unity, church teamwork and biblical respect for church leadership and I will refrain from gossip, slander, backbiting or any activity that promotes disunity or brings shame on the body of Christ (Philippians 2:1-4; Hebrews 13:7, 17).
- I recognize, accept, pursue and hold in highest regard the biblical instruction concerning God-honoring marriage and family relationships (Ephesians 5:22- 6:4; Colossians 3:18-24; 1 Peter 3:1-7). If married, my spouse fully supports my leadership involvement and affirms the guidelines in this agreement. I will abstain from all forms of sexual impurity, including pornography, immorality and homosexual behavior.
- I am careful when exercising freedom, even in areas of Christian liberty or where the Bible is silent, so as to encourage others in the Christian life and not be a "stumbling block" (1 Corinthians 8).
- I will abstain from the use of tobacco, illegal drugs and alcoholic beverages.
- I will exercise careful Christian discretion in areas of choice such as music or entertainment, eating habits, movies, television or reading material. My choices will be governed by the principles outlined in this agreement. My choices will be done in faith (Romans 14:22, 23), with a clear conscience (Acts 24: 16), for the glory of God (1 Corinthians 10:31), and to build up and not offend others (Romans 14:21). In areas of possible question not covered here, I will submit to the direction of the Elders.

I have read and agree to abide by the terms of this Leadership Agreement

Signed _____ Date _____