

# the grassroots church ministry covenant

## COUNT ME IN!

Revised September 2011

We are very appreciative of your interest in serving within the life and mission of Grassroots Church. Grassroots Church takes involvement in Christian community very seriously. In order to ensure the health, growth and witness of our church community, each member of our Lead Team, Trustees Board, staff, and ministry volunteers must adhere to and agree with the Grassroots Church Ministry Covenant entitled, "Count Me In!" Each year this covenant is to be reviewed and renewed by each covenant member so we can still "count you in!"

Please read this document very carefully. If you have any questions or a need for clarification please contact a member of the Grassroots Church Lead Team or Trustees Board.

Thanks again!  
The Grassroots Church Lead Team & Trustees Board

### WHAT THE BIBLE SAYS ABOUT ALL OF US AS MEMBERS OF THE BODY OF CHRIST

You (all) are the light of the world.  
Let your light shine before others, that they may see your beautiful deeds and glorify your Father in heaven.  
Matthew 5:14-16

Whatever you do, whether in word or deed, do it all in the name of the Lord Jesus  
giving thanks to God the Father through him.  
Colossians 3:17

In humility value others above yourselves, not looking to your own interests but each of you to the interests of others.  
Philippians 2:3-4

Each of you should use whatever gift you have received to serve others,  
as faithful stewards of God's grace in various forms.  
If you speak, you should do so as one who speaks the very words of God.  
If you serve, you should do so with the strength God provides,  
so that in all things God may be praised through Jesus Christ.  
To him be the glory and the power for ever and ever, Amen.  
1 Peter 4:10-11

### PART 1: WHAT GRASSROOTS CHURCH BELIEVES

#### **We believe**

God is real,  
the Bible is true,  
humanity has failed,  
the world is suffering,  
Jesus is the remedy,  
the Holy Spirit gives new life to everyone who is willing to be remade by Him,  
in the here and now, and forever.

We believe the church, in its various expressions, exists to embody, celebrate, and promote this redemptive message, through the power of the Holy Spirit, so that in all things God may be praised through Jesus Christ. Amen.

**PART 2:**  
**WHAT YOU CAN EXPECT OF GRASSROOTS CHURCH AND ITS APPOINTED LEADERSHIP**

**To the best of our ability we will:**

- Lead Grassroots Church in a manner that reflects the head of the Church, that is Jesus Christ.  
(John 13:12-17; Matthew 20:25-28; 1 Peter 5:1-4; Hebrews 13:20-21)
- Be humble, prayerful, and scriptural, in all our church decisions, while following the leading of the Holy Spirit.  
(Acts 13:1-13; Hebrews 13:17;
- Be lawful and aboveboard in all of our church business affairs.  
(Romans 13:1-7; 1 Timothy 2:1-4; Acts 5:1-11)
- Be sensitive and approachable in listening to the needs and concerns of others.  
(2 Timothy 2:24)
- Bring gentle correction when it is necessary for the spiritual health of Grassroots Church or a participant within it.  
(2 Timothy 2:25)
- Seek the full restoration of those who find themselves in morally compromised and other complex situations in a manner we deem appropriate as much as it depends on us.  
(2 Corinthians 12:20-21; 2 Corinthians 13:10-11)
- Only appoint people to leadership who exhibit the qualities essential to carrying out these expectations.  
(Acts 6:3-4; 1 Peter 5:2-3; 1 Timothy 3:1-13; 1 Timothy 5:22; Titus 1:5-9)
- Ensure a safe environment for everyone participating in the community of Grassroots Church and its events.  
(Acts 20:28-31)
- Ensure that those who are willing to serve within Grassroots Church are being equipped and encouraged.  
(Ephesians 4:11-16; Hebrews 13:20-21)
- Ensure care for those in the church within the resources available to the church  
(Matthew 25:34-40; James 1:27; 1 Timothy 5:16)
- Seek to continually increase the credibility of Grassroots Church's witness of Jesus Christ in Thunder Bay and beyond.  
(1 Peter 3:15-18; 1 Peter 4:7-11; Colossians 4:2-6; Galatians 6:9-10; Titus 2:1-8)
- Promote a church culture that authentically presents and embodies the very nature of God in Thunder Bay, Ontario and beyond.  
(1 Corinthians 3:9-17; 1 Corinthians 14:1-5; 1 Corinthians 14:23-26; 1 Timothy 3:14-15)
- Sustain and grow Grassroots Church as a community that is all about God's will being done on earth as it is in heaven, in the power of the Holy Spirit, and in the anticipation of all things in heaven and on earth being reconciled under Jesus Christ.  
(Matthew 6:9-15; 1 Corinthians 15:50-58; Romans 8:18-35; Ephesians 1:7-10)

PART 3:  
WHAT GRASSROOTS CHURCH EXPECTS OF YOU

\*Please check each box with which you are in agreement.

**1. An Active Christian Commitment**

"Repent and be baptized, everyone of you, in the name of Jesus Christ for the forgiveness of your sins. And you will receive the gift of the Holy Spirit." Acts 2:38

"Therefore, I urge you, brothers and sisters, in view of God's mercy, to offer your bodies as a living sacrifice, holy and pleasing to God--this is true worship. Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is--his good, pleasing and perfect will." Romans 12:1-2

I have personally committed my life to Jesus Christ as the true Lord of my life and this world.

I have publicly acknowledged my commitment to Jesus Christ through water baptism or confirmation.

I actively seek to live my life according to God's will through learning the Bible and following the lead of the Holy Spirit, together with others who are seeking the same for their lives.

**2. Treating all people with respect.**

"Show proper respect to everyone, love your fellow believers, fear God, honour the emperor." 1 Peter 2:17

"With the tongue we praise our Lord and Father, and with it we curse human beings, who have been made in God's likeness. My brothers and sisters, this should not be." James 3:9-10

"But I tell you, love your enemies and pray for those who persecute you, that you may be children of your father in heaven." Matthew 5:44-45

I will treat all people with respect and seek to rectify the situation when I fail to do so.

**3. Sobriety**

"Do not get drunk on wine, which leads to debauchery. Instead, be filled with the Spirit." Ephesians 5:18

I will practise moderation & discretion in my consumption of alcohol.

I will abstain from illicit drug use.

**4. Sexual Relations**

"But since sexual immorality is occurring, each man should have sexual relations with his own wife, and each woman with her own husband." 1 Corinthians 7:2-3

"Do not deprive each other except perhaps by mutual consent and for a time, so that you may devote yourselves to prayer." 1 Corinthians 7:5

"Don't let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith, and in purity." 1 Timothy 4:12

Sexual relations are to be lovingly practised within, and only within the formal covenant of marriage between one man and one woman. 1 Corinthians 6:12-7:16

**5. Use of Social Media (E.g. Facebook, Blogs, Twitter)**

"Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen. And do not grieve the Holy Spirit of God, with whom you were sealed for the day of redemption. Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice. Be kind and compassionate to one another, forgiving each other just as Christ in God forgave you." Ephesians 4:29-32

I understand that my social media activity is a part of my witness and needs to be governed by myself in the same way I govern my impulses, words, attitudes, and behaviour in order to reflect Jesus Christ's likeness.

I understand that posting coarse language (e.g. "f-bombs"), scandalous photos of myself or others, gossip, slander, and ranting about others is considered inappropriate social media activity by Grassroots Church and that I am expected to refrain from such activity.

## 6. Beliefs

"Be diligent in these matters and give yourself wholly to them, so that everyone may see your progress. Watch your life and doctrine closely. Persevere in them, because if you do, you will save both yourself and your hearers." 1 Timothy 4:15-16

I have read and agree with the Grassroots Church "We Believe" statement. (See PART 1)

I agree to remain within the theological parameters set out in the "We Believe" statement in all teaching, mentoring, and volunteer responsibilities.

## 7. Attendance

"Let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another." Hebrews 10:24-25

"Flee the evil desires of youth and pursue righteousness, faith, love, and peace, along with those who call on the Lord out of a pure heart." 2 Timothy 2:22

I will regularly attend Sunday services (morning or evening) in order to sustain and increase my effectiveness in serving the Lord Jesus Christ, and to keep me connected with the progression of Grassroots Church.

I am aware that theological training is available Tuesday nights, and resources are available in the library for my growth in my relationship with God and understanding His will through studying the Bible within a community of fellow believers.

I will make every effort to attend training sessions and refreshers that are related to my ministry responsibilities.

At all Grassroots Church gatherings I agree to help cultivate an atmosphere conducive to the building up of others through welcoming all guests, considering the needs of others, and extending kindness. (Prayer would be cool too.)

## 8. My Contributions

"But since you excel in everything--in faith, in speech, in knowledge, in complete earnestness and in the love we have kindled in you--see that you also excel in this grace of giving." 2 Corinthians 8:7

"Our people must learn to devote themselves to doing what is good, in order to provide for urgent needs and not live unproductive lives " Titus 3:14

I agree to regularly contribute financially to Grassroots Church as an act of faith and thanksgiving to God, in order to sustain its well-being, and extend its impact for God's Kingdom locally and abroad.

I understand the "5 plus 5 = a tithe" Financial Strategy of Grassroots Church.

I understand that the giving of my time as well as exercising my gifts and skills within the community of Grassroots Church are also essential contributions to the well being and impact of the church.

## 9. My Ministry Responsibilities

"Do everything without grumbling or arguing so that you may become blameless and pure, 'children of God without fault in a warped and crooked generation.' Then you will shine among them like stars in the sky as you hold firmly to the word of life." Philippians 2:14-16

I understand that serving in a church family is a sacred endeavour, a trust extended to me by the church leadership, and ultimately about serving the Lord Jesus Christ.

I will pray for the effectiveness of Grassroots Church, as well as my ministry responsibilities and relationships within it.

I will serve with an attitude of kindness and honour towards the people I serve, the people I serve with, and those entrusted with leadership over me.

I will conscientiously complete my responsibilities in a timely manner.

If I am unable to fulfill a ministry responsibility I will notify my supervisor immediately before I seek to find an authorized replacement.

I understand that if at any time I feel unsafe or that the requirements of my role or responsibility go beyond my physical, emotional, and/or mental limitations, it is my responsibility to refuse the work.

## 10. How I am to raise potential concerns

"In those days when the number of disciples was increasing, the Hellenistic Jews among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food." Acts 6:1

"Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace." Ephesians 4:2-3

If I have any concerns regarding Grassroots Church, its leadership, staff, policies, beliefs and/or practices or anything else that I believe needs to be addressed I will contact a member of the Lead Team or Trustees Board and refrain from gossip or slander while the situation is being resolved.

I understand it is better to voice my concern to the leadership of the church in a humble and prompt manner rather than allowing the issue to escalate and cause unnecessary harm.

## 11. How I am to handle and resolve potential conflicts within Grassroots Church

"Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness, and patience. Bear with each other and forgive one another if any of you has a grievance against someone. Forgive as the Lord forgave you. And over all these virtues put on love, which binds them all together in perfect unity." Colossians 3:12-14

"If a brother or sister sins against you, go and point out the fault, just between the two of you. If they listen to you, you have won them over. But if they will not listen, take one or two others along, so that 'every matter may be established by the testimony of two or three witnesses.' If they still refuse to listen, tell it to the church, treat them as you would a pagan or tax collector." Matthew 18:15-17

If I believe that I have been wronged by someone, or suspect that a certain individual(s) believes I have wronged them, I agree to refuse to gossip and slander, but rather approach them personally to seek reconciliation, preferably face to face or by phone, rather than email, Facebook, text messaging or Twitter.

If the conflict is unable to be resolved between the individuals, I will seek assistance from the Lead Team or Trustees Board in the hope of achieving reconciliation.

## 12. How I am to handle correction

"Better is open rebuke than hidden love." Proverbs 27:5

"Even if I caused you sorrow by my letter, I do not regret it. Though I did regret it--I see that my letter hurt you, but only for a little while--yet now I am happy, not because you were made sorry, but because your sorrow led to repentance."

"Godly sorrow brings repentance that leads to salvation and leaves no regret, but worldly sorrow brings death. See what godly sorrow has produced in you: what earnestness, what eagerness to clear yourselves, what indignation, what alarm, what longing, what concern, what readiness to see justice done." 2 Corinthians 7:8-9a, 10-11a

I will respond humbly when corrected by appointed leadership of the church in regards to my ministry duties or inappropriate behaviour and seek to rectify the issue(s).

I agree to foster a non-judgmental community by being kind and practising forgiveness.

If I believe someone participating in Grassroots Church seriously needs correction, and I do not have a close relationship of trust with the certain individual, I will contact a member of The Lead Team or the Trustees Board immediately for assistance in resolving the concern.

## 13. Confidence in Church Leadership:

"Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you." Hebrews 13:17

I will support the appointed leadership of Grassroots Church through (1) prayer; (2) expressing encouragement (3) raising concerns in an appropriate manner (see "How I am to raise potential concerns" for details); (4) refusing to gossip or slander; and (5) honouring their decisions.

I will help foster respect for the authority and responsibility of the appointed leadership of Grassroots Church in governing the affairs of the church.

**PART 4:**  
**WHAT TO DO IF I FAIL TO ADHERE TO THE GRASSROOTS CHURCH MINISTRY COVENANT**

"If we confess our sins, he is faithful and just and will forgive us our sins and purify us from all unrighteousness." 1 John 1:9

"Therefore confess your sins to each other and pray for each other that you may be healed." James 5:16a

- I will be honest before God in personal prayer and repentance.
- I will take responsibility for my actions.
- I will confess my failure(s) and seek restitution with the parties involved.
- I will accept the consequences of my behaviour which may include the temporary or permanent suspension of some or all of my ministry responsibilities and/or participation within Grassroots Church.
- I will speak to a member of the Lead Team or Trustees Board concerning morally compromised and complex situations I may find myself involved in.

**PART 5:**  
**WHAT TO DO IF I EVER BELIEVE GRASSROOTS CHURCH IS NO LONGER THE CHURCH FOR ME**

- I will talk to a member(s) of the Lead Team about my thoughts.
- I will prayerfully consider the legitimacy of my reasons for considering withdrawing from Grassroots Church.
- I will complete a "Moving On" form in order to formally withdraw my ministry membership and candidly express the reasons of my decision in a confidential manner. (This helps Grassroots Church become a better church.)
- I will consider a final meeting with a member(s) of the Lead Team in order to bring about appropriate closure to any outstanding issues.

PART 6:  
FORMALLY ACKNOWLEDGING THE CHURCH MINISTRY COVENANT

**The Plan to Protect**

I understand that all those involved in any area of children, youth ministries and/or vulnerable adults at Grassroots Church must be familiar with and abide by the policies in our Plan to Protect: Policies and Procedures Manual.

I acknowledge that I have received a copy of the Plan to Protect Manual and will read over this policy and become familiar with its contents. I will also do my best to attend the next available Plan to Protect Training Session, as well as refresher courses annually.

**Release of Liability & Assumption of Risk: PLEASE READ CAREFULLY**

I voluntarily release Grassroots Church, its directors, staff, members, and volunteers from all liability.

I understand that there is an inherent risk in activities associated with volunteering within a church community.

**Acknowledgment: PLEASE READ CAREFULLY**

I, the undersigned, have read, understand, and am in agreement with the Grassroots Church Ministry Covenant entitled, "Count Me In!" as stated above.

If at any time I am no longer in agreement with or fail to adhere to the Grassroots Church Ministry Covenant entitled, "Count Me In!" as stated above, I will notify a member of the Grassroots Church Leadership Team immediately. (See Part 4 above.)

I understand that my involvement in the ministry of Grassroots Church is a privilege and a trust extended to me by the Lead Team of Grassroots Church. Therefore, under the sole discretion of the Grassroots Church Lead Team, my involvement in the ministry of Grassroots Church may be discontinued at any time without advanced notice.

I understand that this agreement is valid for one year and that it is my responsibility to renew it annually.

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LAST NAME	MIDDLE NAME(S)	FIRST NAME
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MAILING ADDRESS	CITY	PROVINCE	POSTAL CODE
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HOME PHONE NUMBER	MOBILE PHONE NUMBER	EMAIL
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