

Lakeside Ministry Team Covenant

To give our best to God and to be a healthy, thriving, productive team we covenant to God and one another to...

1. **Pursue the mission to gather, grow, and sow the love of Jesus with...**
 - a. A passion to see lives changed by Christ.
 - b. A persevering commitment to our goals
 - c. A desire to help each other succeed
2. **Clearly discern fruitfulness with measureable goals** remembering that how we treat others is just as important as what we do.
3. **Make this team a high priority below God and our families by**
 - a. Attending our regularly scheduled meetings on time unless we are sick or need to be out of town.
 - b. Communicating to the team leader when we know we will be absent.
 - c. Coming fully prepared for the meeting
 - d. Praying for each other weekly
 - e. Taking personal responsibility for the excellence of the whole team, even if it isn't "my job."
4. **Handle conflicts with truth and grace, valuing reconciliation and forgiveness as paths to peace.**
 - a. Using Matthew 18: 15-35 as our guide, we will speak one to one with the person we're in conflict with. If that doesn't resolve the issues, involve a supervisor in a three person conversation. If that doesn't resolve the issues, speak to the Pastor. Finally, if the situation is a job performance issue, the Staff Parish Team must be consulted.
 - b. Keeping issues confidential between only the people directly involved. They are not to be discussed with anyone else.
 - c. Seeking first to understand the other person before trying to be understood.
 - d. Respectfully listening to opposing opinions and gently expressing your own.
5. **Pursue a personal commitment to love and follow Jesus through...**
 - a. Personal habits of daily prayer and Bible reading and weekly Sabbath.
 - b. Growing in love for God and others through small group centered on prayer, Bible study, and mutual encouragement.
 - c. Covenant participation in a local church through prayer, weekly attendance at worship, giving, (working toward a tithe and beyond to generosity) and service.
 - d. Learning to share our faith with others through word and deed.
6. **Strive for excellence in everything as an act of worship to God.**
 - a. "Therefore my beloved, be steadfast, immovable, always excelling in the work of the Lord because you know that in the Lord your labor is not in vain (1 Cor. 15: 58)."
 - b. Whatever we do, dedicate the time and resources to do it well!
 - c. Take time to reflect and learn from what went well and what didn't.
 - d. Plan in steps toward excellence to build momentum.
 - e. Build on our strengths.
7. **Hold one another lovingly accountable by...**
 - a. Talking with each other one on one when we notice someone struggling to live up to the covenant.
 - b. Sharing specific observations directly and compassionately, assuming the best intentions of the heart.
 - c. Encouraging, equipping, and praying for the person to resume faithfulness to the covenant.
 - d. Revisiting our covenant and goals each time we meet to see how we're doing.
 - e. Removing ourselves from the team if we are unable to consistently live up to the covenant, realizing that we will be loved and prayed for as a fellow member of God's family."

Matthew 18:15-35

¹⁵ “If your brother or sister ^[a] sins, ^[b] go and point out their fault, just between the two of you. If they listen to you, you have won them over. ¹⁶ 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.’ ^[c] ¹⁷ If they still refuse to listen, tell it to the church; and if they refuse to listen even to the church, treat them as you would a pagan or a tax collector. ¹⁸ “Truly I tell you, whatever you bind on earth will be ^[d] bound in heaven, and whatever you loose on earth will be ^[e] loosed in heaven. ¹⁹ “Again, truly I tell you that if two of you on earth agree about anything they ask for, it will be done for them by my Father in heaven. ²⁰ For where two or three gather in my name, there am I with them.” ²¹ Then Peter came to Jesus and asked, “Lord, how many times shall I forgive my brother or sister who sins against me? Up to seven times?” ²² Jesus answered, “I tell you, not seven times, but seventy-seven times. ^[f] ²³ “Therefore, the kingdom of heaven is like a king who wanted to settle accounts with his servants. ²⁴ As he began the settlement, a man who owed him ten thousand bags of gold ^[g] was brought to him. ²⁵ Since he was not able to pay, the master ordered that he and his wife and his children and all that he had be sold to repay the debt. ²⁶ “At this the servant fell on his knees before him. ‘Be patient with me,’ he begged, ‘and I will pay back everything.’ ²⁷ The servant’s master took pity on him, canceled the debt and let him go. ²⁸ “But when that servant went out, he found one of his fellow servants who owed him a hundred silver coins. ^[h] He grabbed him and began to choke him. ‘Pay back what you owe me!’ he demanded. ²⁹ “His fellow servant fell to his knees and begged him, ‘Be patient with me, and I will pay it back.’ ³⁰ “But he refused. Instead, he went off and had the man thrown into prison until he could pay the debt. ³¹ When the other servants saw what had happened, they were outraged and went and told their master everything that had happened. ³² “Then the master called the servant in. ‘You wicked servant,’ he said, ‘I canceled all that debt of yours because you begged me to.’ ³³ Shouldn’t you have had mercy on your fellow servant just as I had on you?’ ³⁴ In anger his master handed him over to the jailers to be tortured, until he should pay back all he owed. ³⁵ “This is how my heavenly Father will treat each of you unless you forgive your brother or sister from your heart.”

1 Corinthians 15:58

⁵⁸ Therefore, my dear brothers and sisters, stand firm. Let nothing move you. Always give yourselves fully to the work of the Lord, because you know that your labor in the Lord is not in vain.