

## The Williamsburg Community Chapel Employee Covenant

Updated Jan 2024

Each employee has responsibilities in several areas: to herself/himself, to the family, to the Pastors, to the Elders and Leadership, to the Church, to fellow employees, to the congregation, and to those outside the church.

1. Submit to the Lordship of Christ in every area of life, including the acquisition of and obedience to scriptural knowledge, continual growth toward maturity in Christ and consistency of Christian behavior as it relates to the biblical standard for the appropriate expression of human sexuality (in the context of marriage between one man and one woman cf. Genesis 2:18-25 and Matthew 19:1-9), the biblical model of offering repentance and extending forgiveness, the biblical call to stewardship over our time, talent, treasure and God's creation, the biblical mandate to care for the poor, the biblical value of honoring the sanctity of all human life, and the biblical commission to make disciples of all nations.

- Employees commit to live their lives, personally and professionally, as well as speak about these topics, in a way that's consistent with the Chapel's commitment to biblical authority.
  - What are you doing to grow in Christ? Where do you see yourself growing the most in your maturity in Christ?
  - Do you remain committed to submitting to the Bible's teaching in all areas of life, and particularly in the areas addressed by the Chapel's staff covenant?
  - Is there any wisdom you need to ask for in this area?

2. The duties of employees within the home are: to maintain devotions, to educate in Christian doctrine, and to pray for the salvation of their family.

- Employees commit to nurture the faith of their families. (If married, this may include your immediate family, such as your spouse and children. If unmarried, this may include your extended family, such as your parents, siblings, etc.)
  - In what ways are you nurturing faith in your family?
  - Is there any help you need to ask for in this area?

3. The duties of employees to the Pastors, Elders, and Leadership are: to honor, esteem and love them; to pray for them regularly; to submit to them in the exercise of their scriptural authority; and to manifest a tender regard for their reputation *both at the Chapel and, if applicable, the church you attend.*

- Employees commit to outdo one another in showing honor. (Romans 12:10)
  - What are ways you have been able to put this into practice in your life?
  - Do you have any unresolved conflict or frustrations with pastors, elders, or leadership that you haven't been able to talk about?
  - Is there anything hindering you from supporting the pastors, elders, or leadership?

4. The duties of employees to the church are: to be loyal to its programs; to pray regularly for its ministry, leadership, and people; and to contribute to its support with time and finances as God prospers *at the Chapel and/or, if applicable, the church you attend.*

- Employees commit to grow as disciples – to connect to Jesus and His community, to grow in Christ and in community, and to serve Jesus and the community.
  - How consistent are you when it comes to choosing the church and ceasing for sabbath?
  - Are you in a group?
  - Where are you serving?

- How are you doing financially?

5. The duties of employees to other employees and the congregation are: to demonstrate love toward all other employees and the congregation and to promote their spiritual growth and well-being *at the Chapel and, if applicable, the church you attend.*

- Employees commit to bear one another's burdens. (Galatians 6:2)
  - How do you see yourself contributing to a healthy staff culture?
  - How do you see yourself contributing to a healthy church culture?
  - Is there anything hindering you from "maintain[ing] the unity of the Spirit in the bond of peace"? (Ephesians 4:3) Is any of your conduct a potential stumbling block for others?

6. The duties of employees to those outside the church are: to honor obligations and commitments; and as opportunity and ability enable, to commend the Gospel of Christ to them.

- Employees commit to carry their own load. (Galatians 6:5)
  - Are there any obligations or commitments you're struggling to fulfill?
  - In what ways are you connecting with those outside the church? How are you using those opportunities to share the Good News about Jesus?