



Consider a Leadership Covenant

Determine how you define a “**leader.**”

- There will be different **expectations** for leaders.
- Where, in your philosophy of ministry, does the standard need to be higher? Where is there more leeway?
- In what areas are you willing to **compromise**? What are the potential implications of that compromise?

Conflict comes from **differing expectations.**

In church leadership, how do we get differing expectations?

1. Assumptions

- What job titles mean (Small group “leader”, Usher, Elder, Worship team, etc.)
- Previous experience (former churches, former pastors, etc)

2. Lack of specific communication

- Develop job descriptions
- Ask, “what bothers me when it isn’t done in this area?”
- Where do they have freedom to **innovate**? Where don’t they?
- Communication is only communication if both parties understand.

3. Lack of **debrief/follow-up when communication *is* specific and expectations are *not* met.**

This can communicate either a lower actual level of expectation or that it is not truly important to you.