

Covenant of Governance Template

Title: Covenant for Board and Leadership Team Conduct

Purpose: To clarify the relational and operational expectations that guide how leaders serve, decide, and relate.

1. Preamble

I commit to this covenant as a way of honouring God, serving the congregation/organization, and stewarding the trust placed in our leadership.

2. Core Commitments

- **Scriptural fidelity:** I will ground my decisions and counsel in Scripture and the organization's confession.

"All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness that the man of God may be complete, equipped for every good work". 2 Timothy 3:16-17^{ESV}

- **Service:** I will lead with humility, prioritizing the wellbeing of others above personal interests.

"Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves. Let each of you look not only to his own interests, but also to the interests of others". Philippians 2:3-4^{ESV}

- **Integrity:** I will act honestly and transparently in all matters relating to governance and stewardship.

"for we aim at what is honorable not only in the Lord's sight by also in the sight of man". 2 Corinthians 8:21^{ESV}

- **Confidentiality:** I will protect sensitive information discussed in leadership settings unless release is expressly authorized.

"A gossip goes around telling secrets, but those who are trustworthy can keep a confidence". Proverbs 11:13^{NLT}

- **Respectful engagement:** I will listen, seek understanding, and speak truth in love during discussions.

"Rather, speaking the truth in love, we are to grow up in every way into Him who is the Head, into Christ". Ephesians 4:15^{ESV}

- **Accountability:** I will accept and give constructive feedback and submit to agreed accountability processes.

“Iron sharpens iron, and one man sharpens another”. Proverbs 27:17_{ESV}

- **Attendance and preparation:** I will attend meetings prepared and notify leadership promptly if I am unable to attend.

“Whatever you do, work heartily, as for the Lord and not for men”. Colossians 3:23_{ESV}

3. Meeting Norms

- Begin and end on time; follow the agreed agenda.
- Use the consent agenda for routine approvals; reserve discussion time for strategic matters.
- Limit side conversations; speak one at a time.
- Declare conflicts of interest at the start of meetings and recuse when appropriate.

4. Conflict and Restoration Process

- Raise concerns promptly and respectfully with the involved party and, if unresolved, bring to the chair or an agreed mediator.
- Use Scripture-informed reconciliation steps: private conversation, mediated conversation, and, if necessary, formal review.

“If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. But if he does not listen, take one or two others along with you, that every charge may be established by the evidence of two or three witnesses. If he refuses to listen to them, tell it to the church. And if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector.” Matthew 18:15-17_{ESV}

“Brothers, if anyone is caught in any transgression, you who are spiritual should restore him in a spirit of gentleness. Keep watch on yourself, lest you too be tempted.” Galatians 6:1_{ESV}

“Therefore, confess your sins to one another and pray for one another, that you may be healed. The prayer of a righteous person has great power as it is working.” James 5:16_{ESV}

“Bearing with one another and, if one has a complaint against another, forgiving each other; as the Lord has forgiven you, so you also must forgive.” Colossians 3:13_{ESV}

5. Decision Making

- Prefer consensus where possible; use majority vote when required; document dissenting views.
- Major decisions (e.g., property sale, significant debt, senior leader appointment) require [special majority / specified quorum] or as outlined in Bylaws or Board Policy Manual.

6. Duration and Review

- This covenant is effective upon signing and will be reviewed annually or after any substantive governance change.

7. Signatures

- I commit to the above:
 - Name: _____ Date: _____
 - Name: _____ Date: _____
 - (Add lines for all leaders)