

Sample Leadership Agreement

A covenant style resource for church leaders

Purpose

This sample is designed to help churches create clear, usable leadership and governance resources. It should be adapted to fit the church constitution, bylaws, doctrinal commitments, polity, size, staffing model, and applicable law.

Use Note

This document is a sample resource, not legal advice. Church leaders should review all final language with qualified legal counsel and ensure it matches the church's governing documents.

How to Use This Sample

This agreement may be used with committee members, ministry leaders, deacons, elders, board members, or other elected and appointed leaders. It is designed to clarify expectations without becoming unnecessarily complex. Churches may use it annually, during orientation, or before a new leadership term begins.

Leadership Agreement

Because leadership in the church is a spiritual trust, I understand that my service should reflect Christlike character, support the mission of the church, and help strengthen the unity and health of the body.

1. Commitment to Christ and the Church

- I will seek to follow Christ faithfully in my personal life, family life, and public witness.
- I will participate regularly in the worship and ministry life of the church.
- I will pray for the pastors, staff, leaders, members, and mission of the church.
- I will seek to use my gifts to build up the body of Christ.

2. Commitment to the Mission and Doctrine of the Church

- I will support the mission, vision, doctrine, constitution, bylaws, and policies of the church.
- I will not use my leadership role to advance personal preferences over the shared mission of the church.
- When I have questions or concerns, I will pursue clarity through the appropriate channels.

3. Commitment to Unity and Healthy Communication

- I will speak truthfully, graciously, and directly.
- I will avoid gossip, slander, divisive speech, and unnecessary suspicion.
- I will seek to understand before seeking to be understood.
- I will help clarify misinformation and encourage trust in appropriate leadership processes.

- I will pursue reconciliation quickly when conflict arises.

4. Commitment to Confidentiality

I understand that some leadership discussions involve sensitive information about people, finances, personnel matters, ministry plans, security concerns, or pastoral care. I will not share confidential information outside the appropriate leadership setting unless required by law or authorized by the proper church leadership.

5. Commitment to Faithful Participation

- I will attend meetings consistently and notify the chair or staff liaison when I am unable to attend.
- I will prepare for meetings by reviewing materials in advance when they are provided.
- I will participate in discussion with humility and courage.
- I will complete assignments I agree to accept.
- I will support final decisions even when they are not my personal preference, unless doing so would violate Scripture, conscience, or the governing documents of the church.

6. Commitment to Stewardship of Influence

I recognize that leadership carries influence. I will steward that influence carefully by encouraging unity, protecting trust, supporting the church’s mission, and helping others engage the church in a healthy way.

7. Conflict of Interest and Personal Gain

I will disclose any potential conflict of interest when a matter involves my family, employment, financial interest, close personal relationships, or any situation where my judgment could reasonably be questioned. I will not use my leadership role for personal gain or preferential treatment.

8. When Concerns Arise

1. Pray and examine my own heart.
2. Speak directly with the appropriate person when possible.
3. Bring concerns to the chair, staff liaison, pastor, or appropriate committee rather than spreading concern informally.
4. Follow the process outlined in the church’s governing documents and policies.
5. Seek restoration, truth, and unity rather than winning an argument.

Sample Annual Review Questions

Question	Response
How have I supported the mission of the church this year?	
Where have I seen God at work through this ministry or committee?	
Have I maintained confidentiality and unity?	
What assignments or responsibilities do I need to complete?	
Where do I need to grow as a leader?	

Acknowledgment

By signing below, I affirm that I have reviewed this agreement and will seek to serve faithfully, humbly, and prayerfully according to these commitments.

Leader Name	Leadership Role	Signature	Date