

## **APPENDIX D**

### **COVENANT OF CHRISTIAN WORKERS**

#### **1. OUR MUTUAL COVENANT**

Called as servants of God (Matthew 4:19) and Christian Workers within the Canadian Baptists of Atlantic Canada (Ephesians 4:11), we commit ourselves to the spiritual disciplines of the Christian faith (Act 6:4, Matthew 9: 15),

As well as physical health (1 Corinthians 6:19),

Mental fitness (Romans 12: 2),

Emotional well-being (Galatians 5: 22, 23),

Sexual Purity (Ephesians 5: 3),

Sound financial management (1 Timothy 6: 5-10, 2 Corinthians 9: 6, 7),

Truthfulness (Ephesians 4: 15),

and Integrity (Ephesians 5: 8-10).

#### **2. DEFINITIONS**

The Canadian Baptists of Atlantic Canada is those believers, who through their churches and Associations in Atlantic Canada, have joined together for fellowship, cooperative ministry, and mission. They express themselves in Assembly by electing/appointing a Council, Officers, an Executive Minister, CBAC Boards and Committees, and the boards of CBAC Organizations to carry out various ministries and to operate the institutions they own.

A Christian Worker is any person employed by or working as a volunteer on behalf of the Canadian Baptists of Atlantic Canada (CBAC), its Council, CBAC Boards and Committees, and CBAC Organizations.

#### **3. THE NATURE OF OUR COVENANT**

Our covenant is based upon mutual trust and recognizes the maturing process of each individual under the lordship of Christ. Our style of work is based on the development of a Christian world-view through an on-going reflection on the interrelationship between biblical studies, theology, sociology, psychology, and other areas of study.

We undertake to promote the highest Christian values within Atlantic Canadian culture in both urban and rural settings, individually and collectively, cross-culturally, interracially, and between men and women. Our core values are based on God's love for us, our love for God, a hunger and thirst for his truth and righteousness, our love for one another, and our unity in Christ. We seek to be disciples of Christ by following his example and obeying his commands. We seek to live sacrificial, righteous, and holy lives, and to promote justice,

service, reconciliation, a sense of community, and personal and collective repentance. We understand that the nature of this covenant begins with God's self-revelation to us and that our chief purpose in life is to glorify God. We celebrate the uniqueness of each Christian worker, and we encourage one another's personal growth and fulfillment in life. We acknowledge that much of life happens within the process of many small decisions. We seek to integrate all of these into the larger vision of the Canadian Baptists of Atlantic Canada, its Council, CBAC Boards and Committees, and CBAC Organizations. Our work is mainly in the Atlantic Provinces, but extends to the rest of Canada and overseas through Canadian Baptist Ministries and other organizations.

#### **4. OUR COMMITMENT TO ONE ANOTHER**

As CBAC Christian Workers, we will:

- 1) Prayerfully support our fellow CBAC Christian workers in carrying out their responsibilities and in their endeavors to enlarge the Kingdom of God through service in their churches, communities, and denominational involvement;
- 2) Work diligently, seeing our work as a service unto the Lord and striving to bring glory to Him in all that we do;
- 3) Work with others in ensuring that CBAC Christian workers have adequate time for personal spiritual growth and for continuing educational experiences;
- 4) Work with others in ensuring that the need of CBAC Christian workers for physical, emotional, and spiritual renewal is met by providing opportunities for weekly rest and an annual vacation;
- 5) Encourage CBAC Christian workers to maintain wholesome marital and family relationships. We will respect the families of our fellow CBAC Christian workers and place no expectations upon them that we would not place upon ourselves;
- 6) Work together with our fellow CBAC Christian workers in a relationship of mutual accountability; and
- 7) Respect and honor the freedom of our fellow CBAC Christian workers to have access to the Staff, the Council, CBAC Boards and Committees, or the CBAC Organizations in cases where concerns need to be expressed or where conflict situations need to be resolved, while respecting the Policies, Constitution, and Bylaws of the CBAC.

#### **5. OUR MORAL COMMITMENT**

As CBAC Christian Workers, we will:

- 1) Be truthful and honest in all our dealings and communications (Exodus 20:16; Ephesians 4:25),
- 2) Respect and protect the intellectual and real property rights of others, individually and corporately, and particularly those of the Canadian Baptists of Atlantic Canada, its Council, CBAC Boards and Committees, and CBAC Organizations (Romans 13:8-10; Exodus 20:15),
- 3) Be respectful of one another in action and conversation (Romans 12:10; Exodus 20:17),
- 4) Be sexually pure, refraining from such activities as adultery, fornication, homosexual practices, and the use of pornographic materials (Exodus 20:14; 1 Corinthians 6:18-20; Ephesians 5:3),
- 5) Be upright in speech, refraining from blasphemous and vulgar language (Exodus 20:7; Ephesians 5:4),
- 6) Affirm Christ's pre-eminence in our lives and refrain from all involvement in the occult (Lev. 19:31; 20:6, Deut. 18:9-13; Matthew 6:33; Acts 16:16-18),
- 7) Be exemplary in personal habits, refraining from activities that could result in personal offence or repercussions for the Canadian Baptists of Atlantic Canada, its Council, CBAC Boards and Committees, and CBAC Organizations (Romans 14:13-22; Proverbs 23:20-21; Proverbs 20:1; Ephesians 5:18), and
- 8) Be committed to Christian standards in all aspects of life (1 Corinthians 10:31-33; 1 Timothy 6:11).

## **6. OUR COMMITMENT TO TEAM RELATIONSHIPS**

We will celebrate the common values that are expressed in this covenant. We will act and speak with confidence in one another, and we will communicate openly and respectfully with one another. We will respect the corporate wisdom of the overall CBAC family. We will receive constructive criticism graciously and remain open to suggestions from one another. In our work, we will each carry our share of team responsibilities. We will also not allow special, unauthorized projects to get us sidetracked from our main responsibilities. We commit ourselves to viewing occasional conflicts as normal and expected, and, therefore, we will engage in due process with one another to resolve such conflicts.

We will encourage others and allow them to excel in their work. We will assist others to grow in their Christian life and ministry, and we will allow them to encourage our growth. We will seek to respect the leadership function of those appointed to leadership positions in the Canadian Baptists of Atlantic Canada, its Council, CBAC Boards and Committees, and

CBAC Organizations. We will seek to develop a loving, honest, daily relationship with the Lord, and accept the discipline of regular intercession for our colleagues in the ministry of the Canadian Baptists of Atlantic Canada, its Council, CBAC Boards and Committees, and CBAC Organizations.

## **7. OUR COMMITMENT TO THE CBAC**

We will uphold the reputation and integrity of the gospel of Christ and the CBAC in the world. We will responsibly exercise the freedom of our position and respect the freedom of others. We will endeavor to bring glory to God by being and making disciples of Jesus Christ (Matthew 22:37-40) in the power of the Holy Spirit (Acts 1:8). To accomplish this, we will evangelize, teach, and serve in the name of Christ. We will encourage CBAC to continue to set new directions under the guidance of the Holy Spirit. We will exercise confidence in those elected to share leadership responsibility, trusting their corporate wisdom, and we will take steps to enable their development in ministry. When we become aware of problems within the leadership or in the lives of our colleague(s), we will follow biblical patterns for confronting difficulties. We will openly receive constructive criticism and suggestions intended to strengthen the common ministry of the Canadian Baptists of Atlantic Canada, its Council, CBAC Boards and Committees, and CBAC Organizations.

We will not knowingly misrepresent our educational training, our past experience, or our titles and privileges. If we decide to resign our position, we will give adequate notice and ensure that we deal fairly with the Canadian Baptists of Atlantic Canada, its Council, CBAC Boards and Committees, and CBAC Organizations throughout our departure.

## **8. OUR COMMITMENT TO FAMILY RELATIONSHIPS**

We will celebrate the Christian institution of marriage as a life-long covenant relationship between one man and one woman before God as a witness to the loyalty and exclusiveness of God's love. We will encourage nurturing relationships within our homes in which parents and children grow in love and trust, in responsible independence and interdependence, and in discipleship to Jesus Christ. We believe that the family is a microcosm of the body of the Church, the Body of Christ, and that the biblical instructions for life in the Body apply to the family.

We also celebrate the vocation of singleness as a witness to the breadth and inclusiveness of God's love. The Christian teaching of celibacy plays out the mystery of the bride of Christ.

## **9. OUR COMMITMENT TO THE LOCAL CHURCH**

We commit ourselves to membership in a Local Church and strive to make our membership meaningful through worship, participation, and service. We will respect both the autonomy and the interdependence of local churches. We will encourage cooperation between churches

and between associations. We will foster the development of a strong sense of a CBAC family.

## **10. OUR COMMITMENT TO DISCIPLINE AND RESTORATION**

Accepting or continuing in a volunteer or paid position with the CBAC, its Council, CBAC Boards and Committees, and CBAC Organizations, implies a willingness to live within the confines of this covenant. Failure to fulfill one's covenant obligations could result in discipline ranging from a gentle rebuke to dismissal. The ultimate goal of discipline is restoration to acceptable ministry within the body of Christ. Where this is not possible or feasible, the goal is to reclaim the offender to a wholesome life within the Christian community.

In the event of significant breaches of the Christian Worker's Covenant, the following avenues of redress are available:

- 1) In lodging a complaint, the complainant should follow the protocol in place for that part of the CBAC in which he or she is working as an employee or a volunteer.
- 2) In the case of complaints of sexual or professional misconduct by a Pastoral Leader, the "Protocol for Situations of Professional or Sexual Misconduct in CBAC" will come into effect.
- 3) In the case of criminal offences, complaints will normally be referred to the appropriate authorities.