



SMCC Leadership Agreement

Introduction

At SMCC, we believe that healthy teams, healthy relationships, and healthy churches consist of individuals who have mutual expectations of each other. Clear expectations pave the way for growing trust, purpose, and unity. By choosing to be a leader, you are saying that you accept the vision of SMCC, desire to be a partner in the risks and rewards of SMCC and agree to hold yourself and be held by your leaders to a high standard for the sake of those you love and lead. This agreement outlines the expectations you can have of SMCC leaders and the expectations SMCC has of you as a leader.

Our Mission

We exist to help as many people as possible take their next step toward becoming Fully Devoted and Fully Delighted followers of Jesus Christ.

Our Vision and Values

Our vision isn't about the size of our ministry or any particular accomplishment. Instead, we envision SMCC as a particular kind of church; a healthy church with a particular kind of culture.

We are committed to being a church where:

- Those who are Fully Engaged value and serve the guest
- Everyone can belong before they believe
- Maturity is measured by how well we love God and others
- We trust the process in which God changes us from the inside out
- The truth of the Bible is explained in a helpful and hopeful way

Our Beliefs

- We believe the Bible to be inspired and infallible and, as such, the supreme authority in faith and life (2 Tim 3:16, Lk 24:44).
- We believe that there is one God, eternally existing in three persons - Father, Son (Jesus Christ), and Holy Spirit (Matt 28:19; John 10:30; Eph 4:4-6.)
- We believe that Jesus Christ, by offering Himself on the cross, paid the penalty of man's sin, and all who receive Him by faith are born of the Holy Spirit and thereby become children of God.
- We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life (John 14:26, 2 Tim 1:7).
- We believe in the resurrection of both the saved and the lost - those that are saved to the resurrection of eternal life and those that are lost to the resurrection of condemnation and eternal separation from God (John 3:16, Matt 25:46, Heb 9:27).
- We believe in the spiritual unity of all believers in our Lord Jesus Christ, as He is understood from the Bible alone, regardless of denomination affiliation (1 Cor 12:12; Eph 1:22-23).
- We believe that baptism is an outward sign of an inward reality, demonstrating that a person has a new life in Jesus Christ and the recognition of the living presence of the Holy Spirit (Acts 2:38, 1 Pet 3:21).
- We believe that our purpose for living is to glorify God by enjoying Him forever (John 15:1-17, Eph 2:10, Ps 37:4).

Expectations of SMCC

We recognize that commitments in our culture are growing increasingly rare. Before we talk about your commitment as a leader, let's talk about the commitment SMCC makes to its leaders. As a leader at SMCC, it is right for you to have expectations of the staff who serve as your ministry leaders and of the church as a whole.

- You can expect SMCC to be faithful to the mission and values of the church.
- You can expect your leader to integrate the Bible into your leadership.
- You can expect your leader to be humble, real, hungry, healthy, and smart.
- You can expect SMCC to embrace accountability. All staff are accountable to the Campus Pastor. All Campus Pastors are accountable to the Lead Pastor. The Lead Pastor is accountable to the Elder Board.
- You can expect your leader to be a servant leader
- You can expect your leader to be well prepared for ministry.
- You can expect your leader to be a safe and driven person.
- You can expect your leader to offer grace and truth at all times.
- You can expect your leader to model taking next steps toward becoming Fully Devoted and Fully Delighted followers of Jesus.
- You can expect your leader to uphold all expectations below.

Expectations of Leaders

Volunteers in a leadership role at SMCC should model what it means to take next steps toward becoming Fully Devoted and Fully Delighted followers of Jesus. Therefore, leaders should be actively taking next steps and be open to discussion in each of the areas listed below. The last thing we want to do is put you in a position where you feel pressure to teach, represent, or

appear to give support to one of these subjects that you do not personally embrace. We ask that you be open with your Ministry Leader about your stance or experience with anything that might differ from the items listed below.

- Be a professed and baptized believer in Jesus Christ.
- Affirm the SMCC Statement of Faith.
- Prioritize your spiritual growth.
- Attend Sunday worship service consistently.
- Pursue becoming Fully Engaged.
 - In a Group
 - On a Team
 - Growing Giver
 - Invested and Inviting
- Encourage others to grow and take next steps.
- Maintain SMCC's values and vision in your leadership.
- Create an inviting and safe experience within your area of ministry.
- Connect regularly with your Ministry Pastor or ministry leader about challenges and needs as a leader.
- Live a lifestyle consistent with traditional, historical, and biblical Christianity.
 - This includes but is not limited to views on marriage, overt sexuality, LGBTQ+ issues, substance abuse and distribution, and stirring up strife or causing discord.
- Have not been involved in disciplinary action by the Board Of Elders.

Summary

Overall, we hope that the experience of stepping into leadership is enriching and enlightening as you grow in your spiritual journey. At SMCC, we always encourage people to take their next steps because each step brings more depth of understanding about who God is and his purpose for you here at SMCC. If you choose to step into leadership, we hope you take the agreement we've outlined seriously. It is our desire that you lead out in a way that you are already living out in your faith. We encourage you to take your time reviewing the document and ask your Ministry Leader any questions that you may have.

Agreement

I understand, align with, and agree to comply with the agreement outlined above. I will do my best to uphold the teachings of the Bible, the values of SMCC, and lead in a way that is God-honoring. Any violation of these standards by a leader will result first in a conversation. By signing this document, you agree that you welcome any conversation related to your character and leadership. Failure to uphold the expectations of this agreement may include: conversation, correction, reconciliation meetings, removal of leadership, and submission to the Elder Board for disciplinary action.

Signed: _____ Date: _____

Print Name: _____

Witness (optional): _____ Date: _____