



Dear Calvary Family,

What is a covenant community? A covenant is an agreement that two parties enter into willingly, committed to a shared outcome. Here at Calvary, that shared outcome is to make disciples. In Scripture, there are many beautiful examples of God's people thriving within a community where the same vision, mission, and values are shared. It is seen through the stories of Moses, Joshua, and Nehemiah in the Old Testament, and it is represented in the lives of Jesus and His disciples and in the generosity of the early church in the New Testament.

A covenant community is all in. It means there is a shared vision where everyone is working together, in spiritual unity, with biblical lifestyle standards and core values that honor the Lord and one another. I truly believe the body of Christ here at Calvary will grow stronger because of this covenant. It will help us to better serve our church and school with mutual devotion to Christ and an unwavering commitment to making disciples without compromising our values.

In our ever-changing world, clarity around what we believe and why we believe it is becoming increasingly more important. Today, we see people questioning 2,000 years of biblical doctrine in favor of the feeling of the moment. Without clarity and unity of purpose, we will not be effective in our mission.

This covenant will help us accomplish the following important priorities as a church in today's shifting culture:

Clear Expectations and Standards for Leadership

- Defines our Statement of Faith, Biblical Lifestyle Commitments, and family values to the public
- Helps to provide clear expectations and boundaries for new and existing leaders
- Increases safety through a thorough interview and signing process for new leaders
- Builds trust and connection through shared lifestyle commitments
- Shares our pursuit of biblical resolution when we experience conflict
- Explains the redemptive process of church discipline and why it is needed

Leadership Development

Through this covenant, our hope is to provide a life-giving, biblical framework for leadership here at Calvary. By encouraging Calvary volunteers and leaders to understand these shared beliefs and commit to these lifestyle standards as they lead others, we believe the health of our church will flourish and there will also be an increased understanding that we are all accountable to the same expectations. We also believe this covenant will help us to be better leaders and provide an outline for helpful conversations around discipleship.

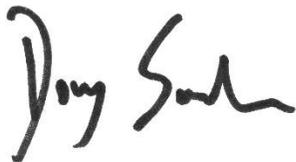
Fulfilling our Mission

We believe this covenant will help us accomplish our mission to reach our community and change our world, which is the shared outcome we are working toward! We want this church to be filled with spirit-led men and women who love Jesus and want to make Him known in our community and around the world. We share this common mission that Jesus gave us to make disciples and we do not ask people to follow Jesus in ways we haven't followed Him first as leaders. We want to be deeply connected to God, to each other, and to our mission of making disciples in all the world. As leaders, we must commit to not only lead with our words, but also with our lives.

Enclosed, you will find Calvary's Statement of Faith, Biblical Lifestyle Commitments, Biblical Dispute Resolution, and Church Discipline documents which show that we are committed to peaceful biblical resolutions and a spiritually grounded church discipline approach. These are not new ideas or beliefs, but important pieces of our DNA as a church and the way we want to lead and shepherd.

If you have any questions, we are here to answer them. We are so grateful for you and your heart to lead and serve in this great vision. I am praying He blesses you immensely as you serve the Lord here.

In Christ,

A handwritten signature in black ink that reads "Doug Sauder". The signature is written in a cursive, flowing style.

Doug Sauder

"In view of all this, we are making a binding agreement, putting it in writing, and our leaders, our Levites and our priests are affixing their seals to it."—Nehemiah 9:38 (NIV)