

**Keystone Church Leadership Covenant**

Keystone Church operates under biblical authority and we recognize the Bible as the ultimate source for truth and wisdom. It is important to say that we believe that God loves all people and His grace is offered to everyone, regardless of his or her current lifestyle and choices.  The criteria listed below are specifically laid out in the Scriptures as qualifications for those in positions of leadership and influence, not to point out a category of people that God does not love or offer His grace.  This understanding is vital in order to see the parameters rightly.

Employees and volunteers in positions of spiritual influence and leadership are expected to recognize biblical teachings in regards to lifestyle choices and are expected to:

* Be faithful to their spouse in marriage or chaste in singleness.

*Exodus 20:14; Matthew 5:27-28; 1 Corinthians 6:18-20; 1 Thessalonians 4:3; Hebrews 13:4*

* Provide for the emotional, mental, physical and spiritual needs of their own family. *1 Timothy 5:8, Luke 11:11-13; Ephesians 6:4; Colossians 3:21*
* Be generous and willing to share.

*Deuteronomy 15:7-8; Psalm 41:1-3; Proverbs 11:24-25; Proverbs 19:17; Matthew 10:42; 2 Corinthians 9:6-8; 1 Timothy 6:17-19*

* Refrain from the excessive use of alcohol and Abstain from the use of illegal drugs. *1 Corinthians 6:12; 1 Timothy 3:3*

Although the prevailing cultural views and values regarding sexual expression, orientation and gender identity are changing; as a ministry and a church that remains committed to the scriptures and the doctrines of the Wesleyan Church we would ask that the individuals participating in the following lifestyles seek a non-leadership place of service within the church:

* Those cohabiting with someone of the opposite sex outside of marriage
* Those participating in a homosexual relationship
* Those who identify as transgender

*Genesis 2:24; Malachi 2:13-15; Matthew 19:4-6; 1 Corinthians 6:9-11; Ephesians 5:25-32; Deuteronomy 5:18; Leviticus 18; Romans 1:24-32; 1 Timothy 1:9-10*

**This Leadership Covenant Applies to:**

* Keystone Leadership Team
* Worship Ministry (vocalists & instrumentalists)
* GroupLife Small Group Leaders
* Family Ministry (Waumba Land, UpStreet, ECHO, Special Needs)
* Care Ministry Mentor Team

**Employee Covenant**

All employees of Keystone Church must operate within the Keystone Church Personnel Policies and the Membership Commitments of the Wesleyan Church, including the Leadership Covenant outlined above.

**Other Volunteer Positions**

The following volunteer roles are considered non-leadership positions at Keystone Church, and therefore not held to the Leadership Covenant.

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| * Office Assistance | * Guest Services |
| * Arts: Drama & Stage Design | * Facilities |
| * Production Team | * Prayer Ministry |
| * Care Ministry | * Global Missions |
| * Connections Ministry |  |