EDGEWATER CHURCH
Leadership Standards & Covenant

Working draft • October 2026 • For leadership review

Our conviction

Leadership at Edgewater begins with Jesus' invitation to be with Him, become like Him, and join His work (Mark 3:13–15). We are disciples of Jesus helping others become disciples of Jesus. Therefore, the character of our leadership is inseparable from our mission. We pursue deep work over time in community, trusting the grace of God to form Christ in us.

These standards are a covenant of shared practices, not a demand for perfection. We expect humility, repentance, repair, and growth. They apply to Guide Team members, paid staff, ministry leaders, small-group leaders, and others entrusted with leadership, with role-specific responsibilities and appropriate safeguards.

One Covenant, Many Expressions

All leaders at Edgewater Church share these foundational standards as an expression of our common commitment to Jesus, one another, and the mission of the church. Individual leadership teams are encouraged to develop additional team-specific covenants that reflect their particular responsibilities, relationships, and ministry context.

Team covenants supplement rather than replace the Edgewater Leadership Standards & Covenant. They may establish additional practices, expectations, and commitments, provided they remain consistent with the church's bylaws, Playbook, personnel and safeguarding policies, and shared leadership standards. Team covenants do not confer authority, change reporting relationships, or create exceptions to protected reporting procedures.

PSD and PSL: our leadership identity

PSD — Passionate Spiritual Disciple: a follower of Jesus intentionally growing through the means of grace, accountable community, and ongoing sanctification.

PSL — Passionate Spiritual Leader: a maturing disciple who faithfully exercises entrusted influence and responsibility to help others follow Jesus, within the church's discernment and accountability structures.

PSD asks: Who am I becoming in Jesus? PSL asks: How is that formation shaping the way I lead others? Both belong together.

Qualifications & Observable Commitments of a Passionate Spiritual Leader

At Edgewater, spiritual leadership is not defined merely by position, title, or ability. A Passionate Spiritual Leader is a maturing disciple of Jesus whose life increasingly reflects the character of Christ and whose leadership helps others become disciples of Jesus. The Guide Team, Vision Team, and

staff leaders share these foundational qualifications; particular roles may carry additional requirements.

These qualifications describe observable patterns of faithfulness, not demands for spiritual perfection. They are discerned through relationship, conversation, examples of practice, and appropriate feedback—not a numerical spirituality score.

Qualification	Observable commitment
Character	Shows growing fruit of the Spirit, humility, integrity, repentance, and relational maturity.
Life with Jesus	Cultivates an intentional, sustainable rhythm of prayer, Scripture, worship, and other means of grace; can describe how this rhythm is shaping daily life.
Worship and belonging	Participates faithfully in Edgewater's gathered worship and shared congregational life, with grace for seasons of illness, caregiving, travel, or other circumstances.
Accountable community	Participates consistently in a small group, class, band, or intentional accountable discipleship relationship.
Generosity and stewardship	Practices intentional, proportionate, and sacrificial generosity, striving to tithe as an expression of worship, gratitude, and trust in God. Discernment respects financial privacy and personal circumstances.
Service and mission	Contributes gifts, time, and abilities to Edgewater's mission and helps equip and release others; expressions differ by role.
Mission alignment	Affirms and supports Edgewater's mission, Wesleyan theological identity, values, and discipleship pathway.
Accountability	Welcomes feedback and correction, communicates directly, protects appropriate confidentiality, and seeks reconciliation and repair.
Calling and capacity	Shows a recognized calling, appropriate gifts, emotional maturity, availability, and willingness to grow into the responsibilities of the role.

Measurable with Grace

Spiritual maturity produces recognizable fruit. We therefore look for consistent patterns of participation, faithfulness, and growth, while refusing to reduce discipleship to attendance percentages, financial thresholds, ministry hours, or completed activities. We seek consistency rather than perfection, growth rather than arrival, and faithfulness rather than performance.

When concerns arise, we practice honest conversation, pastoral discernment, appropriate accountability, and opportunities for growth and restoration. Grace does not remove the need for safeguards, eligibility requirements, or appropriate decisions about readiness to lead. Role-specific membership and screening requirements remain governed by the bylaws and applicable policies.

Our eight commitments

1. Abide in Jesus

We cultivate prayer, Scripture, worship, rest, community, and the means of grace. We do not substitute ministry activity for life with God.

John 15:4–5; Romans 12:1–2

2. Remain teachable and accountable

We welcome appropriate correction, own our actions, tell the truth about mistakes, and make repairs. We do not use gifting, tenure, or position to avoid accountability.

James 1:19; Proverbs 12:1

3. Practice emotional and relational maturity

We attend to our motives, reactions, and impact on others. We resist defensiveness, contempt, retaliation, and passive aggression; we seek help when needed.

Galatians 5:22–23; Ephesians 4:26–32

4. Speak directly and refuse triangulation

We address ordinary disagreements with the appropriate person or decision-maker rather than recruiting allies or lobbying through side conversations. When approached with a complaint, we listen, assess safety and authority, and guide it to the appropriate process. We do not demand direct confrontation in cases involving abuse, harassment, misconduct, retaliation, or a credible fear of harm.

Matthew 18:15–17; Ephesians 4:15, 25

5. Steward confidentiality and information

We protect pastoral, personnel, financial, and deliberative information according to role and need-to-know. We do not share sensitive conversations to vent, gain leverage, or shape outcomes. We never promise absolute secrecy: legal duties, safeguarding, and legitimate oversight may require disclosure.

Proverbs 11:13; Galatians 6:2

6. Honor authority and healthy dissent

We respect assigned decision rights and reporting relationships while welcoming good-faith questions, dissent, and requests for review. We do not bypass a process merely to secure a preferred result or timeline. We protect independent access to the Guide Team for legitimate concerns about the Lead Pastor or other leaders.

Philippians 2:3–4; Hebrews 13:17

7. Serve the whole church with integrity

We steward people, resources, property, and ministry influence for the mission, not a silo or personal agenda. We disclose conflicts of interest and distinguish personal preference from policy, ownership, and biblical conviction.

1 Peter 4:10; 1 Corinthians 4:2

8. Pursue reconciliation and restoration

When trust is strained, we move toward truth, appropriate repair, forgiveness, and changed behavior. Reconciliation does not require ignoring harm, abandoning boundaries, or restoring authority prematurely.

Colossians 3:12–15; Matthew 5:23–24

Developing and Renewing Team Covenants

Each leadership team—including the Guide Team, Vision Team, staff, and ministry teams—may craft or renew its covenant together. Begin with the eight shared commitments; identify the distinctive responsibilities, pressures, and relationships of the team; agree on specific, observable practices; and revisit the covenant when team membership or ministry needs change.

Team-specific commitments might address fiduciary stewardship and collective decisions (Guide Team), prayerful strategic discernment (Vision Team), supervisory collaboration and daily ministry (staff), or preparation, mutual support, and platform integrity (worship ministry). These are examples, not prescribed wording. Team covenants should be reviewed by the appropriate accountable leader or governing body for consistency with existing policy.

Covenants are mirrors before they are windows: they invite personal examination, confession, learning, and repair before becoming a measure of another person. They guide relational formation and shared expectations; employment action, safety reporting, and formal governance decisions remain subject to the appropriate policies and authority.

How we handle concerns

Ordinary disagreement

First raise the concern with the person responsible or within the established team process. Explain facts, impact, and desired resolution. If unresolved, request a documented review through the proper supervisor or governing process.

Concern received by a Guide Team member

Listen without promising secrecy or making a premature judgment. Determine whether the concern is operational, governance-related, or a safety/misconduct report. Refer routine operational matters to the proper leader; route oversight concerns through the designated Guide Team Accountability Liaison or authorized Guide Team process. Avoid becoming an alternative supervisor.

Sensitive or protected reports

Reports of abuse, harassment, discrimination, retaliation, financial wrongdoing, safety concerns, or misconduct involving a supervisor may go directly to an appropriate independent authority. Follow applicable law, safeguarding procedures, and mandatory reporting obligations; do not require the reporter to confront the accused.

Confidentiality in practice

Share only what is necessary with people authorized to act. Avoid identifying details in informal counsel, prayer requests, and team conversations. Preserve records through approved systems; do not circulate personnel matters or private deliberations.

Accountability and repair

Concerns are addressed fairly, consistently, and proportionately: (1) clarify specific observable conduct and listen to all relevant perspectives; (2) document expectations, support, and follow-up where appropriate; (3) use formal corrective processes for repeated or serious conduct; (4) assess demonstrated change, restoration of trust, and suitability for continued responsibility. Serious misconduct may require immediate protective action or outside review. Personnel action follows applicable employment policies and law; Guide Team matters follow governing documents and recusal rules.

A leader's disagreement, good-faith report, or request for independent oversight is not itself misconduct. No retaliation is permitted. These standards do not supersede bylaws, personnel policies, safeguarding rules, or legal obligations.

Leadership covenant

As a leader at Edgewater, I commit to pursuing life with Jesus, practicing these shared standards, protecting appropriate confidentiality, communicating directly and respectfully, receiving correction, honoring legitimate oversight, and seeking repair when I cause harm. I will participate faithfully in any team-specific covenant applicable to my role, recognizing that it supplements rather than replaces these shared standards. I understand that leadership is a trust exercised for the flourishing of others and the mission of Jesus.

Leader: _____ Role: _____

Signature: _____ Date: _____