

## The Purpose of These Affirmations

Pastoral team culture is shaped by the attitudes and behaviors which flow from our beliefs. It includes the way we communicate, solve problems, manage conflict, and think about ourselves and others on the team.

The gospel of Jesus Christ is central to our church and serves as our model of ministry. The affirmations below represent our best efforts to build our pastoral team culture on the gospel. Each one reflects biblical values and priorities. This is how we think and function together as we serve the church.

Every man who is called to be an elder in this church must commit wholeheartedly to the following affirmations and seek to fulfill his ministry in light of each one.

## Pastoral Team Affirmations

I affirm the value of **devotion** by remembering that my identity is in Christ, not in my ministry, position, calling, or the approval of man. My greatest joy and fulfillment is to live as his servant for the glory of his name (1 Cor. 4:1).

I affirm the value of **accountability** by inviting the team to evaluate my biblical qualifications for ministry. I recognize that the responsibility for evaluating my qualifications is ongoing and belongs to the church and its leaders (1 Tim. 3:1-7).

I affirm the value of **submission** by trusting the team to help me steward my strengths and identify my weaknesses. I depend upon the team to determine how to best position me for fruitful ministry (Heb. 13:17).

I affirm the value of **fellowship** by eagerly and openly sharing my life, heart, and home with the men on the team. If married, this means sharing the joys and difficulties of marriage, parenting, finances, and other life decisions with the team, as well as helping my wife to share eagerly and openly (1 John 1:6-7).

I affirm the value of **encouragement** by looking for and speaking openly about the godly character, gifts, contributions, and sacrifices of the other men on the team (1 Thess. 5:11).

I affirm the value of **honesty** by communicating my perspectives and preferences with the members of the team. I will do so humbly and constructively, even when it reflects negatively upon me (Phil. 2:3-4).

I affirm the value of **unity** by participating in the life and work of the team with brotherly love, an interest in different perspectives, and by identifying personally with the actions and decisions of the team. I will do all in my power to preserve unity even if and when my service as a pastor ends (Phil. 2:2).

I affirm the value of **faithfulness** by laboring diligently in the areas of responsibility and influence the Lord has given me. I affirm that my ministry exists for the glory of God and the good of his people, not for my own personal gain (1 Cor. 3:5-9).

I affirm the value of **humility** by recognizing that I have limitations, weaknesses, and areas to grow. I will regularly invite input from other men on the team, godly church members, and, if married, my wife. I will give myself to prayer and take regular periods of rest as an acknowledgement of my complete dependence upon God (1 Peter 5:6).

I affirm the value of **sacrifice** by recognizing that pastoral ministry is patterned after the example of Jesus Christ. I will wisely seek new and greater ways to give of myself to serve the church. If married, I will lovingly and carefully lead my family to join me in making God-glorifying sacrifices for the good of the church (Matt. 20:28).

I affirm the value of **ambition** by pursuing godly ways to extend the ministry of our church, our team, and my own personal ministry (1 Cor. 15:10).

I affirm the value of **discipleship** by praying for, identifying, and training other pastors and leaders so that the church and her mission may prosper (2 Tim. 2:2).

## **Commitment of the Team**

Recognizing that the call to pastoral ministry is a holy and joyful call to every man who serves the church as part of our pastoral team, we affirm and commit as a team to seek God together for the best positioning of each man, to bring encouragement where we see God's grace in his life and ministry, to offer loving observations and correction where there may be weakness and error, and to promote God-exalting goals for future growth in each of his roles.