

Team Life Covenant

Because of the grace and mercy shown to us in Christ Jesus, and in light of our shared vision of seeing the gospel of the Kingdom advance throughout the world, we commit ourselves to love one another and to *support, pray for and encourage each other towards fulfilling our roles in our group's vision. (It can be helpful to briefly describe the team vision as lack of commitment to the team's vision can be a source of difficulty. One cannot be committed to it, if it is not known.)*

Building Trust and Relationships

We agree to:

- in humility, accept one another as Christ accepts us
- seek to build one another up in Christ
- in loving boldness, and when it is not possible or wise to overlook an offense or problem, with the help of the Holy Spirit, lean into the difficulty rather than turning away from it
- be vulnerable with one another, expressing our true needs and doubts, knowing that prayer and acceptance will accompany us
- be community to one another, in spite of differences of opinion and expectations, while having freedom to discuss them
- make an effort to understand and respect each other's point of view, with the understanding that each person is a 'work in progress'
- give willing, loving service to team obligations, particularly being present at meetings, preparing for them, and carrying out your role
- commit to spend time in prayer and worship with the team
- fully utilize the gifts of every member of the team, embracing diversity: age, gender, family values, culture, experience, and competencies

Communication

We agree to:

- graciously speak the truth to each other, and hear the truth from one another, in a spirit of love
- attribute the best motives to one another
- keep absolute confidentiality within the team, not sharing personal or prayer information about team members with those outside the team, unless we have specific permission to do so
- avoid gossip and slander, and to hold one another accountable in this regard.
- communicate face to face (and directly with the person concerned) whenever possible
- reserve email for administrative purposes, unless there is no other possible way to communicate about a personal ('heart-level') issue
- take extreme care in how we discuss sensitive/difficult matters when it is necessary to do so by email
- seek the highest degree of consensus possible on major decisions, accept the direction of the group with grace even if not 100% for the decision, and support the decision before others

Problem solving, conflict and confrontation

We agree to:

- Keep short accounts with one another, being quick to forgive, so that grudges might not develop
- Bear with one another when we find ourselves being impatient with each other
- Pray first and look for the log in one's own eye before bringing out an issue
- Seek the Lord's direction *together* in prayer when we disagree
- Try to resolve problems at a personal level first, before necessarily involving others

Hospitality

We agree to:

- value the practice of hospitality, to both nationals and foreigners, viewing hospitality as a spiritual act of service

- be welcoming as a team
- take turns at 'buddying' new team members, with the understanding that the timing of this will be agreed in advance with the partner concerned
- share hospitality duties both for team meetings and hosting visitors from outside the country
- be sensitive to the needs of, and other pressures on, team members, ensuring no individual or family feels overburdened in this
- speak up when we feel unable to carry the load
- deal graciously with unexpected demands, being flexible where possible

Caring for one another

We agree to:

- take self-care seriously, recognizing that if we are not mindful of our own spiritual, physical, and emotional health, we not only make ourselves vulnerable, but we also hurt the team
- love each other as we love ourselves (Mt. 22:39)
- care for one another's practical needs
- ask for help when we need it (but also recognise that it may not always be possible for people to help us in the way we would like)
- care for each other's emotional well-being

Cross-Cultural Understanding

We agree to:

- view cultural diversity as a blessing
- continue to grow in understanding and acceptance of each other's cultural perspective, and to grow in awareness of our own cultural biases (being open to growing and changing ourselves, and to helping others to understand us)
- make every effort to maintain unity of the Spirit, despite differences
- encourage each other to contribute to team life from our cultural strengths
- fully engage in the local culture including learning the language, and appropriately adopting customs

Encouraging Ministry

We agree to:

- love the Church and seek her establishment, growth and maturity in all our ministry efforts
- demonstrate a love for God through acts of mercy and justice
- proactively cross bridges of relationship with the message of the gospel
- each complete with a whole heart any mentoring assignments, either as the mentor or mentee
- each write a Personal Ministry Plan
- each find an accountability / prayer partner from inside or outside the team
- make equipping for ministry a key part of our team life
- cultivate an attitude of life-long learning, with regard to ministry
- be encouraging, challenging, sharpening and supporting each other in this area
- pray for each other regularly, and pray for MTW as a wider organization
- seek to work alongside national partners willing to set aside power and personal agendas

We agree to be accountable to each other to fulfill this agreement, acknowledging our complete dependence on the Spirit of God in this, as in all things.

Signed _____

Date _____