

Leader Covenant

The mutual agreement between a church and the people holding its rooms.

Your group leaders are holding rooms where people say things they have never said out loud. That is real pastoral weight. This covenant names what you are asking of them — and what they can ask of you.

WHAT WE ARE ASKING OF YOU

Hold the room, don't carry it.

You are not responsible for fixing anyone. You are responsible for the conditions.

Know your edge — and escalate at it.

You are not a therapist and you are not expected to be. Knowing when to hand off is competence, not failure. Your care leader is one call away.

Keep confidence, and name its limit.

What is shared stays in the group — unless someone is at risk of harm. Say this out loud before it matters, not after.

Be honest about your own life.

Not a case study, and not a performance of having it together. A leader who never needs anything teaches the group that needing something is failure.

Tell us when you are running dry.

Before you are empty, not after. This is a request, not a courtesy.

WHAT YOU CAN ASK OF US

Training before responsibility. You will not be handed a room you were never prepared for.

A named person to call. Not a general inbox. A person, with a number, who answers.

Coaching, not just evaluation. Someone will ask how you are, not only how the group is.

A way out. Stepping back is a legitimate choice, not a moral failure. Say the word.

COMMON MISTAKE

Asking leaders to carry pastoral weight without telling them where the edge is. A volunteer who does not know when to escalate will either escalate everything or nothing — and both fail the person in front of them.

Leader — signature and date

On behalf of the church — signature and date
