

## CONSULTANCY TEAM COVENANT

**Role Purpose:** Promote church health through church health engagements, including consultancies, coaching and resourcing.

### 1. Accountability

- (a) Oversight: The Consultant will operate under the authority of the Team Leader Gen1K Church Health of the Association of Baptist Churches of NSW & ACT. This authority may be delegated through the Church Health Team. The Team Leader Gen1K Church Health will invite and accredit members of the Consultancy Team and will be responsible for the discipline of team members, if necessary.
- (b) Training: Consultants will have successfully completed the initial 2 years of training.
- (c) Supervision / Team: Consultants are committed to working with one or more other team members and with a Supervisor. The exception is if it is a simple church engagement such as a supportive conversation or phone call, in which case the consultant will still document the engagement and discuss with a Supervisor. The Supervisor will usually be the relevant Regional Minister or a member of the Church Health Team appointed by the Team Leader Gen1K Church Health. The role of the Supervisor is to offer support and accountability throughout an engagement.

### 2. Local Church Leadership

*Consultants will need the support of their local church leadership.*

- (a) After being invited, and if invitation is accepted, consultants will indicate to their local church leadership group or ministry organisation their desire to be part of the Consultancy Team.
- (b) The Team Leader Gen1K Church Health will write to the leadership group of the prospective consultant, encouraging them to support and release the Pastor [or other person] for this ministry. The letter will outline the commitment required of the consultant and the potential benefits to the local church or ministry organisation.

### 3. Training

*Consultants will participate in ongoing training.*

**Purpose:** Ongoing equipping of those who are active in consultancy.  
**Format:** 4 'specialised' full day workshops a year, usually in person at the Baptist Ministry Centre.  
**Content:** Input on specialised areas of consultancy  
Insights into current issues in churches for consultancy  
Input from specialists and experts  
Engagement with case studies

### 4. Confidentiality

- (a) A consultant will regard details of a Church Health Engagement (CHE) as confidential to the Consultancy Team. Details of a CHE may be discussed in the context of Consultancy Training for the purposes of learning, support and accountability, but those details will remain strictly confidential to the Consultancy Team.
- (b) Any issue arising from the CHE process may be referred to the Supervisor by members of the Consultancy Team.

- (c) Professional advice may be sought by consultants with appropriate regard for confidentiality and transparency with the church (e.g. for relevant legal, financial, property advice, etc.)
- (d) The final consultancy report is recommended for release to the local church. The report is made available to the Team Leader Gen1K Church Health. The Team Leader Gen1K Church Health will provide a copy of the report to the relevant Regional Minister and the report may also be accessed as required by relevant members of the Church Health Team and the Gen1K Leadership Team.
- (e) Cases of alleged moral failure emerging during the consultancy process shall be reported immediately to the Supervisor and Team Leader Gen1K Church Health.
- (f) Legal and statutory requirements may render the above confidentiality agreement not binding on the consultant (e.g. a court order; an offence against a minor; when a person's life is in danger).
- (g) The local church should be informed of this confidentiality agreement before entering into a CHE.

## 5. The Covenant

*Consultants enter into the following covenant. I commit to:*

- (a) Association policies and procedures and satisfying all Safe Church requirements;
- (b) the model of consultancy to be used by the team;
- (c) be accountable to the Supervisor's role in the team and to the Gen1K Church Health Team Leader;
- (d) function with one or more other team members (unless it is a simple CHE);
- (e) available to be involved in at least one consultancy per year;\*
- (f) seek advice and/or support from other consultants in the team;
- (g) write up a report for each consultancy undertaken and document other CHEs;
- (h) participate in the ongoing 'specialised' consultancy training;\*
- (i) submit to ongoing review of participation in the consultancy ministry;
- (j) make a minimum commitment of two years to the Consultancy Team;
- (k) not accept a call to a church in which I have conducted a consultancy, until at least two years after the completion of the consultancy, without the written approval of a member of the Gen1K Leadership Team.

\* **Regional Ministers** may be involved in consultancies and training in line with their role, recognising they have additional responsibilities and their own regular meetings for input, support and accountability.

NAME: \_\_\_\_\_

SIGNED: \_\_\_\_\_

CHURCH ATTENDING: \_\_\_\_\_

DATE: \_\_\_\_\_