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## Staff Covenant

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Fairhaven Leadership Retreat Centre is an evangelical, interdenominational, registered, charitable society serving Christian leaders and guided by the following:

### **1. Our Mission**

To encourage the health and renewal of Christian leaders.

### **2. Our Vision**

Fairhaven Leadership Retreat is an intentional setting committed to fostering a safe space and facilitating pathways where Christian leaders can be encouraged, supported, and refreshed physically, emotionally, and spiritually. Our prime focus is serving those in positions of Church, Mission, and Parachurch/Business leadership.

### **3. Our Focus**

Fairhaven is focused on serving those in positions of Church, Mission, and Parachurch / Business leadership.

### **4. Our Statement of Faith**

The Holy Scriptures are divinely inspired, entirely trustworthy, and constitute the only supreme authority in all matters of faith and conduct.

There is one God, eternally existent in three persons: Father, Son, and Holy Spirit.

Jesus Christ our Lord is God manifest in the flesh. Being conceived by the Spirit, he was born of a virgin, lived a sinless life, died to atone for the sins of mankind, was resurrected physically, ascended to the Father in heaven where He serves as our Mediator. He will personally return in power and glory.

It is by personal faith in the substitutionary, atoning work of Jesus Christ, accomplished through His death and resurrection, that lost humanity can experience salvation and eternal life.

The Spirit of God lives within all believers and empowers them to live a holy life.

The universal church, known as the Body of Christ, consists of all true believers.

## 5. Day to Day Covenant

Fairhaven is a sacred and safe place designed by God for the encouragement and renewal of Christian leaders. It is to be intentional community characterized by:

- the tangible presence of God
- safety, as a place of refuge and retreat
- an invitation to have one's faith stretched so that healthy change and God-inspired goals can be cultivated
- acceptance and trust
- an atmosphere of healing, hope, and personal growth
- an unhurried pace where rest and renewal can be sought
- solitude and listening to God
- space to explore healthy relationships
- a "health spa" for the soul of the leader and his / her spouse and family

In keeping with this desired atmosphere, the makeup of the staff team at Fairhaven is critical. While we seek staff with the appropriate skills and experience, it is equally, if not more important that staff come with the "right" heart, attitude, and passion for this ministry. Ultimately, our commitment as employees is to serve in such a way as to seek what is best for Fairhaven in God's unfolding plan for the ministry.

In keeping with this desired goal, all staff will seek to cultivate a personal relationship with God that is vibrant and growing. Staff will intentionally and consistently pursue personal and relational health; physically, emotionally, mentally, and spiritually, building into their lives spiritual disciplines in keeping with appropriate Sabbath rhythms. This includes such practices as prayer, Bible study, corporate worship, stewardship, and faithful Christian witness. Staff are to attend regularly (virtually or in person) and participate faithfully in a church whose beliefs are consistent with the Fairhaven Statement of Faith.

Acknowledging the shared relational and spiritual fellowship inherent in serving at Fairhaven, staff will, in addition, intentionally and consistently support the personal and relational health of fellow staff members.

Moreover, because of our commitment to Christ and our particular identity as a leadership retreat centre, we affirm the following guiding principles as central to our life together:

- We view the pursuit of truth and the commitment to personal growth and development as a Christian calling.
- We believe that life is sacred and people have worth because they are created in God's image.
- We believe that our relationships should reflect our connection in the body of Christ.
- We believe that our speech and attitudes toward other human beings should be shaped by grace and generous love.
- We believe our minds and bodies should be used in God-honoring ways.
- We view sexuality as one of God's good gifts.

- We value the wise stewardship of resources.
- We believe that maturity calls for us to exercise discretion in our behaviours.
- We believe that everyone should be treated with equal respect and care regardless of race, ethnicity, sex, age, or disability.

Without limiting the spirit of these principles, Fairhaven will not condone conduct such as the following, in any context:

- dishonesty and deceit in personal or business relationships
- theft or fraud
- substance abuse (including the use of alcohol, tobacco, or other substances, either legal or illegal)
- verbal, emotional, or physical abuse
- slander and other breaches of trust or confidence
- the possession and use of pornographic material – electronic or otherwise
- sexual and other forms of assault, exploitation, harassment, or abuse
- sexual immorality or any form of interpersonal sexual activity conducted outside of a monogamous, heterosexual marriage
- any criminal activity

Such conduct on the part of Fairhaven staff is just cause for disciplinary action, up to and including immediate dismissal. It should be understood, however, that in keeping with Fairhaven being a sacred and safe space, this statement of expectations will not be used to create or maintain a climate characterized by inordinate intrusion, suspicion, or gossip. Rather, in the same way that Fairhaven is committed to the health and renewal of our guests, this commitment extends to our staff. Any disciplinary action will be conducted in an atmosphere of trust, mutual accountability, and with an aim to responsible restoration and reconciliation. In an attitude of openness and a desire for growth, staff are invited to disclose significant violations of the Staff Covenant for the purpose of initiating a process of spiritual care and restoration.

The foregoing articulates the unique community of faith to which all full time staff serving at Fairhaven Ministries Association of Canada join themselves. The Staff Covenant is a regularly renewable covenant that serves to remind one another of who we are, what we believe, and what we practice.

**Signature of Affirmation**

I have read the organization mission, objectives, and guiding principles of Fairhaven Ministries Association of Canada and I am in full agreement with them. As an employee I will support this position before guests and constituents across the breath of faith traditions represented.

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 Full Name (Please Print)

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 Signature of Affirmation

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 Date