

ALL SAINTS COVENANT CHURCH

Covenant Governance Manual™



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“We Love God. We Love Our Neighbors. We Maximize Purpose.”

Welcome to Covenant Community

If you are reading this manual, it means you are prayerfully considering alignment with a covenant body — not merely attending a worship experience.

All Saints Covenant Church is not built on personality. It is not sustained by preference. It is not governed by impulse. It is anchored in Christ. Formed by Scripture. Empowered by the Holy Spirit. Ordered through covenant. Covenant community is both a privilege and a responsibility. It is a privilege to belong to a body committed to biblical truth, spiritual growth, holiness, unity, and love.

It is a responsibility to protect the integrity of that body through faithful alignment, spiritual maturity, and accountable participation. We believe clarity strengthens commitment. We believe governance protects unity. We believe love is most powerful when it is ordered. This **Covenant Membership Manual** exists to provide clarity concerning:

- **What we believe.**
- **How we function.**
- **What we protect.**
- **What we require.**

The Church is the Body of Christ — redeemed, governed, and called to reflect His character in the earth. Covenant membership reflects our willingness to live under Christ's authority within a structured, accountable, Spirit-led community.

Membership here is not casual affiliation. It is covenant participation. As you move through this manual, we encourage you to read prayerfully, reflect seriously, and carefully discern the weight of covenant alignment.

Covenant is entered intentionally. Covenant is sustained faithfully. Covenant is honored mutually. We are honored that you are considering walking with us.

Welcome to Covenant Community.

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PREFACE

This Covenant Governance Manual exists to preserve clarity, unity, order, and spiritual maturity within All Saints Covenant Church.

Covenant community requires more than attendance. It requires alignment.

This manual provides:

- **The theological foundation of this house**
- **The cultural commitments that shape our identity**
- **The governance structure that preserves order**
- **The covenant expectations that protect unity**
- **The leadership standards that safeguard integrity**

The intent of this document is not restriction, but preservation. When doctrine is clear, identity remains stable. When covenant is defined, unity remains strong.

When order is structured, growth remains sustainable. When accountability is practiced, culture remains healthy.

This manual reflects our commitment to build a church that is:

- **Rooted in Scripture.**
- **Anchored in Holiness.**
- **Empowered by the Holy Spirit.**
- **Governed by Biblical Order.**
- **Motivated by Agape Love.**

The City of Love is not built casually. It is built covenantally.

Pastor Darrian L. Hill, Sr.

Founder & Pastor, All Saints Covenant Church

PART I — Covenant Formation Track

WEEK ONE — IDENTITY & FOUNDATION

Before covenant commitment can be affirmed, identity must be understood.

All Saints Covenant Church is not a gathering formed around personality, preference, or cultural convenience. It is a covenant body established by Jesus Christ, governed by Scripture, empowered by the Holy Spirit, and ordered through biblical leadership.

Identity determines endurance.

The Apostle Paul writes:

“So then you are no longer strangers and aliens, but you are fellow citizens with the saints and members of the household of God, built on the foundation of the apostles and prophets, Christ Jesus himself being the cornerstone, in whom the whole structure, being joined together, grows into a holy temple in the Lord. In him you also are being built together into a dwelling place for God by the Spirit.”

— Ephesians 2:19–22 (ESV)

This passage establishes the biblical architecture of the Church:

- **We are members of a household.**
- **We are built upon apostolic and prophetic foundation.**
- **Christ is the cornerstone.**
- **We are joined together — not operating independently.**
- **We are being built into a holy temple.**

The Church is not self-defined. It is Christ-defined.

All Saints Covenant Church understands itself within this biblical framework.

Movement I — We Are a Covenant House

Covenant in Scripture is a sacred, binding relationship established under divine authority.

It is not casual agreement. It is not cultural contract. It is not informal association.

When Jesus instituted the New Covenant, He declared:

“And likewise the cup after they had eaten, saying, ‘This cup that is poured out for you is the new covenant in my blood.’”

— Luke 22:20 (ESV)

The New Covenant was established through sacrifice. Covenant binds identity.

At All Saints Covenant Church, when we describe ourselves as a covenant house, we affirm:

- **We are bound to Christ as Lord.**
- **We are bound to Scripture as final authority.**
- **We are bound to one another in spiritual responsibility.**

Covenant shapes:

- **Doctrine**
- **Culture**
- **Governance**
- **Accountability**
- **Membership**

Covenant houses are not driven by preference. They are anchored in conviction.

Covenant houses are not shaped by trends. They are structured by truth.

What is built casually fractures easily. What is built covenantally endures.

Movement II — Our Heritage

All Saints Covenant Church stands within historic Christian orthodoxy and the Holiness-Pentecostal tradition.

We affirm the historic Christian confession:

- **The Trinity — Father, Son, and Holy Spirit.**
- **The full deity and full humanity of Jesus Christ.**
- **Salvation by grace through faith.**
- **The authority of Scripture.**
- **The resurrection of the dead and eternal judgment.**

We further embrace the Holiness-Pentecostal emphasis on sanctification and Spirit-empowered living.

The Apostle Paul writes:

“All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work.”

— 2 Timothy 3:16–17 (ESV)

Our heritage anchors us in doctrinal stability. We are not inventing a new expression of Christianity.

We are stewarding a faithful one. Heritage protects identity. Identity protects unity. Unity protects culture. We honor our theological lineage not as nostalgia, but as stewardship.

We do not move beyond Scripture. We build upon it.

Movement III — Identity Before Activity

Modern culture often emphasizes participation before formation.

Join first. Serve first. Engage first.

However, Scripture establishes identity before assignment.

Before Jesus began His public ministry, the Father declared:

“And behold, a voice from heaven said, ‘This is my beloved Son, with whom I am well pleased.’”

— Matthew 3:17 (ESV)

The affirmation of identity preceded the activation of ministry. Identity stabilizes service.

At All Saints Covenant Church, value is not earned through activity. Service flows from belonging.

When identity is unclear:

- **Service becomes performance.**
- **Participation becomes pressure.**
- **Leadership becomes self-driven.**

When identity is secure:

- **Service becomes worship.**
- **Participation becomes stewardship.**
- **Leadership becomes responsibility.**

Identity precedes assignment. We build identity first so that ministry remains healthy and sustainable.

Movement IV — Mission & Vision

Mission flows from identity. Our mission statement is simple and clear:

We Love God.

We Love Our Neighbors.

We Maximize Purpose.

Jesus declared:

“And he said to him, ‘You shall love the Lord your God with all your heart and with all your soul and with all your mind. This is the great and first commandment. And a second is like it: You shall love your neighbor as yourself.’”

— Matthew 22:37–39 (ESV)

Loving God shapes worship. Loving neighbors shapes community engagement. Maximizing purpose shapes discipleship and development.

Mission without identity becomes activism. Identity without mission becomes stagnation.

We are building:

- **Disciples — not spectators.**
- **Servants — not consumers.**
- **Leaders — not critics.**

We measure strength not merely by attendance, but by covenant maturity.

Movement V — Membership Meaning

Membership at All Saints Covenant Church is covenant alignment within a local expression of the body of Christ.

It is not casual association. It is not social affiliation. It is not institutional enrollment. It is spiritual alignment.

The Apostle Paul writes:

“Now you are the body of Christ and individually members of it.”

— 1 Corinthians 12:27 (ESV)

Biblical membership implies:

- **Shared doctrine**
- **Shared responsibility**
- **Shared accountability**
- **Shared mission**

Membership at ASCC means:

- **Affirming the doctrine of this house.**
- **Submitting to its biblical governance.**
- **Participating faithfully in its worship and discipleship life.**
- **Protecting its unity and integrity.**

Membership is covenant participation. It carries responsibility because it carries belonging.

When responsibility is embraced, community strengthens. When alignment is clear, unity stabilizes.

Reflection

Before proceeding, consider:

- 1. Do I understand what covenant means biblically?***
- 2. Am I aligned with the identity and doctrine of this house?***
- 3. Do I view structure as spiritual protection rather than restriction?***
- 4. Am I prepared to build covenantally rather than casually?***

Identity determines endurance. If we build on preference, we fracture. If we build on personality, we divide. If we build on covenant, we endure.

WEEK TWO — WHAT WE BELIEVE

Clarity in doctrine protects unity in community. Belief shapes behavior.

Doctrine shapes culture. Conviction shapes stability.

Unity is not sustained by silence. It is sustained by shared truth.

The Apostle Paul writes:

“There is one body and one Spirit—just as you were called to the one hope that belongs to your call—one Lord, one faith, one baptism, one God and Father of all, who is over all and through all and in all.”

— Ephesians 4:4–6 (ESV)

Biblical unity flows from doctrinal clarity.

Week 2 establishes the core theological commitments of All Saints Covenant Church.

Movement I — The Authority of Scripture

Scripture is the final authority for faith, doctrine, and practice.

Paul declares:

“All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work.”

— 2 Timothy 3:16–17 (ESV)

We affirm that:

- **The Bible is divinely inspired.**
- **The Bible is without error in its original manuscripts.**
- **The Bible is authoritative over belief and conduct.**
- **The Bible is sufficient for salvation and spiritual maturity.**

Scripture governs doctrine. Scripture corrects culture. Scripture defines truth.

We do not interpret Scripture through cultural trends. We interpret culture through Scripture.

The Word of God is not advisory. It is final.

Movement II — The Person & Work of Christ

At the center of our faith is the person and work of Jesus Christ.

John writes:

“And the Word became flesh and dwelt among us, and we have seen his glory, glory as of the only Son from the Father, full of grace and truth.”

— John 1:14 (ESV)

We affirm that:

- **Jesus Christ is fully God and fully man.**
- **He was conceived by the Holy Spirit and born of the Virgin Mary.**
- **He lived a sinless life.**
- **He died as a substitutionary sacrifice for sin.**
- **He was bodily resurrected.**
- **He ascended to the Father and will return again.**

Paul declares:

“But God shows his love for us in that while we were still sinners, Christ died for us. Since, therefore, we have now been justified by his blood, much more shall we be saved by him from the wrath of God.”

— Romans 5:8–9 (ESV)

Salvation is not achieved by moral effort. It is received by grace through faith in Christ.

Jesus is not merely an example. **He is Savior and Lord.**

Movement III — The Holy Spirit & Pentecostal Distinctives

The Holy Spirit is fully God and active in the life of the believer.

Jesus declared:

“But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth.”

— Acts 1:8 (ESV)

We affirm:

- **The Holy Spirit regenerates the believer.**
- **The Holy Spirit sanctifies the believer.**
- **The Holy Spirit empowers the believer.**
- **Spiritual gifts remain active in the Church today.**

We embrace the Pentecostal distinctives of:

- **Spirit-empowered worship**
- **Prayerful dependence**
- **Supernatural expectation**
- **Bold witness**

The work of the Spirit never contradicts the Word of God.

The Spirit and the Word operate in harmony.

Movement IV — Humanity, Sin & Transformation

Humanity was created in the image of God.

Genesis records:

“So God created man in his own image, in the image of God he created him; male and female he created them.”

— Genesis 1:27 (ESV)

However, humanity fell into sin.

Paul declares:

“For all have sinned and fall short of the glory of God.”

— Romans 3:23 (ESV)

Sin separates humanity from God and corrupts moral nature.

But through Christ, transformation is possible.

Paul writes:

“Therefore, if anyone is in Christ, he is a new creation. The old has passed away; behold, the new has come.”

— 2 Corinthians 5:17 (ESV)

We affirm:

- **The necessity of repentance.**
- **The necessity of new birth.**
- **The ongoing process of sanctification.**
- **Transformation as evidence of authentic faith.**

Salvation is not merely forgiveness. It is transformation.

Unity Through Clarity

Agreement strengthens fellowship.

The prophet Amos writes:

“Do two walk together, unless they have agreed to meet?”

— Amos 3:3 (ESV)

Clarity eliminates confusion. Conviction eliminates instability.

We believe clearly so that we may build confidently.

Reflection

Consider:

- 1. Do I affirm Scripture as final authority?***
- 2. Do I confess Jesus Christ as Savior and Lord?***
- 3. Do I depend on the Holy Spirit for transformation?***
- 4. Do I understand salvation as both forgiveness and renewal?***

Doctrine shapes discipleship. Clarity produces unity.

WEEK THREE — HOLINESS, CHARACTER & COVENANT LIVING

Covenant identity produces covenant conduct.

Salvation is not only forgiveness from sin.

It is freedom from sin’s dominion and alignment with God’s character.

The Apostle Peter writes:

“But as he who called you is holy, you also be holy in all your conduct, since it is written, ‘You shall be holy, for I am holy.’”

— 1 Peter 1:15–16 (ESV)

Holiness is not legalism. Holiness is alignment with the character of God.

Week 3 establishes the moral and spiritual culture of this house.

Movement I — Holiness as Consecration

Holiness means to be set apart for God’s purposes.

The Apostle Paul writes:

“I appeal to you therefore, brothers, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect.”

— Romans 12:1–2 (ESV)

Holiness is consecration in thought, conduct, and devotion.

We affirm that believers are called to:

- **Pursue purity.**
- **Resist conformity to worldly standards.**
- **Reflect Christ in private and public life.**

Holiness is not isolation from society. It is distinction within society. Consecration protects identity.

Movement II — Sexual Integrity & Biblical Design

Scripture defines sexuality as a gift from God, designed to flourish within the covenant of marriage between one man and one woman.

Genesis declares:

“Therefore a man shall leave his father and his mother and hold fast to his wife, and they shall become one flesh.”

— Genesis 2:24 (ESV)

The writer of Hebrews affirms:

“Let marriage be held in honor among all, and let the marriage bed be undefiled, for God will judge the sexually immoral and adulterous.”

— Hebrews 13:4 (ESV)

We affirm:

- **Sexual intimacy is reserved for biblical marriage.**
- **Sexual purity reflects obedience to God’s design.**
- **The body belongs to the Lord.**

Paul writes:

“Or do you not know that your body is a temple of the Holy Spirit within you, whom you have from God? You are not your own, for you were bought with a price. So glorify God in your body.”

— 1 Corinthians 6:19–20 (ESV)

Covenant living includes honoring God with our bodies.

Movement III — Sobriety & Self-Control

Believers are called to spiritual vigilance and disciplined living.

Peter instructs:

“Be sober-minded; be watchful. Your adversary the devil prowls around like a roaring lion, seeking someone to devour.”

— 1 Peter 5:8 (ESV)

Paul writes:

“But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self-control; against such things there is no law.”

— Galatians 5:22–23 (ESV)

We affirm:

- **Self-control as evidence of spiritual maturity.**
- **Sobriety in lifestyle and decision-making.**

- Guarding the mind and heart from destructive influence.

Covenant culture requires discipline.

Movement IV — Integrity in Conduct

Holiness is demonstrated through consistent character.

Paul instructs:

“Whatever you do, work heartily, as for the Lord and not for men.”

— Colossians 3:23 (ESV)

We affirm:

- **Integrity in speech.**
- **Integrity in financial stewardship.**
- **Integrity in relationships.**
- **Integrity in public representation of the church.**

Character strengthens witness.

Movement V — Public Witness

Believers represent Christ in the world.

Jesus declared:

“In the same way, let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven.”

— Matthew 5:16 (ESV)

Our conduct reflects our confession.

We seek to live in a manner that:

- **Honors Christ.**
- **Strengthens community trust.**
- **Reflects spiritual maturity.**

Holiness enhances credibility.

Movement VI — Accountability & Restoration

Covenant community includes correction and restoration.

Paul writes:

“Brothers, if anyone is caught in any transgression, you who are spiritual should restore him in a spirit of gentleness. Keep watch on yourself, lest you too be tempted.”

— Galatians 6:1 (ESV)

Jesus instructs:

“If your brother sins against you, go and tell him his fault, between you and him alone.”

— Matthew 18:15 (ESV)

We affirm:

- **Loving correction.**
- **Confidential accountability.**
- **Restoration as the goal of discipline.**

Accountability is not punishment. It is protection.

Restoration is not humiliation. It is healing.

Reflection

Consider:

- 1. Do I pursue holiness as alignment with God’s character?***
- 2. Am I honoring God in conduct and lifestyle?***
- 3. Do I understand accountability as spiritual protection?***
- 4. Am I committed to representing Christ faithfully?***

Covenant identity requires covenant character.

WEEK FOUR — GOVERNANCE, ORDER & COVENANT

Covenant community requires structure.

God is not the author of confusion, but of order.

The Apostle Paul writes:

“For God is not a God of confusion but of peace.”

— 1 Corinthians 14:33 (ESV)

He further instructs:

“But all things should be done decently and in order.”

— 1 Corinthians 14:40 (ESV)

Governance is not control. Governance is biblical order that protects unity, doctrine, and culture.

Week 4 establishes how this house is structured and how covenant commitment is affirmed.

Movement I — Why Governance Exists

Governance exists to:

- **Preserve doctrinal integrity.**
- **Protect unity.**
- **Ensure accountability.**
- **Sustain healthy growth.**

The writer of Hebrews instructs:

“Obey your leaders and submit to them, for they are keeping watch over your souls, as those who will have to give an account.”

— Hebrews 13:17 (ESV)

Spiritual leadership carries responsibility before God.

Governance ensures that this responsibility is exercised faithfully and transparently.

Without structure, culture becomes unstable.

Without accountability, authority becomes vulnerable.

Governance protects both the congregation and its leaders.

Movement II — Christ as Head / Pastor as Under-Shepherd

Christ is the Head of the Church.

Paul declares:

“And he is the head of the body, the church. He is the beginning, the firstborn from the dead, that in everything he might be preeminent.”

— Colossians 1:18 (ESV)

All authority flows from Christ. Pastoral leadership functions under Christ’s headship.

Peter instructs elders:

“Shepherd the flock of God that is among you, exercising oversight, not under compulsion, but willingly, as God would have you... not domineering over those in your charge, but being examples to the flock.”

— 1 Peter 5:2–3 (ESV)

The Pastor serves as:

- **Spiritual overseer.**
- **Doctrinal guardian.**
- **Shepherd of the congregation.**

Authority is exercised for protection and guidance, not dominance.

Movement III — Delegated Authority & Accountability

Biblical governance includes delegated responsibility.

The early church provides an example:

“Therefore, brothers, pick out from among you seven men of good repute, full of the Spirit and of wisdom, whom we will appoint to this duty. But we will devote ourselves to prayer and to the ministry of the word.”

— Acts 6:3–4 (ESV)

Leadership within the church operates with:

- **Defined roles.**
- **Shared responsibility.**
- **Mutual accountability.**

Delegated authority ensures order and sustainability.

Accountability protects integrity.

Movement IV — Spiritual Covering

Spiritual covering reflects alignment within God-ordained order.

Paul writes:

“And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ.”

— Ephesians 4:11–12 (ESV)

Leadership exists to equip and build up the body. Spiritual covering is not coercion.

It is protection and guidance within covenant relationship. Alignment strengthens unity. Isolation weakens community.

Movement V — Unity, Discipline & Restoration

Unity requires shared commitment.

Paul exhorts believers:

“Eager to maintain the unity of the Spirit in the bond of peace.”

— Ephesians 4:3 (ESV)

Where necessary, discipline is administered to protect the integrity of the body.

Jesus provides a model:

“If your brother sins against you, go and tell him his fault, between you and him alone... But if he does not listen, take one or two others along with you... If he refuses to listen to them, tell it to the church.”

— Matthew 18:15–17 (ESV)

The goal of discipline is:

- **Repentance.**
- **Restoration.**
- **Reconciliation.**

Discipline is never exercised to shame, but to restore.

Unity is preserved through clarity and accountability.

Movement VI — Covenant Commitment

Membership at All Saints Covenant Church culminates in covenant commitment.

The writer of Ecclesiastes instructs:

“When you vow a vow to God, do not delay paying it... It is better that you should not vow than that you should vow and not pay.”

— Ecclesiastes 5:4–5 (ESV)

Covenant commitment signifies:

- **Alignment with doctrine.**
- **Submission to biblical governance.**
- **Participation in the life of the church.**
- **Protection of unity.**
- **Commitment to holiness and integrity.**

Covenant is entered thoughtfully and prayerfully. It is not casual enrollment. It is spiritual alignment.

Covenant Signing

Those who affirm alignment with the doctrine, governance, and covenant expectations of All Saints Covenant Church may enter into formal covenant membership.

By signing the covenant declaration, members affirm:

- **Agreement with the beliefs of this house.**
- **Commitment to uphold its standards.**
- **Willingness to participate faithfully.**
- **Readiness to build covenantally.**

Covenant establishes clarity. Clarity strengthens unity. Unity sustains growth.

PART II - THE ASCC COVENANT GOVERNANCE MODEL™

Covenant identity must be supported by covenant structure.

Belief without structure creates instability. Structure without identity creates rigidity. Covenant governance ensures both clarity and protection.

The ASCC Covenant Governance Model™ is not a corporate framework.

It is a biblical architecture for spiritual order.

The Apostle Paul writes:

“And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ.”

— Ephesians 4:11–12 (ESV)

Governance exists to build up the body — not burden it.

This model rests upon four covenant pillars:

- 1. Identity**
- 2. Alignment**
- 3. Accountability**
- 4. Restoration**

Each pillar functions together to preserve unity, maturity, and integrity.

Pillar I — Identity

Identity is the foundation of governance. Without shared identity, structure becomes fragile.

The Apostle Peter writes:

“But you are a chosen race, a royal priesthood, a holy nation, a people for his own possession.”

— 1 Peter 2:9 (ESV)

Identity answers:

- **Who are we?**
- **What do we believe?**
- **What defines our culture?**

At All Saints Covenant Church, identity is defined by:

- **Biblical doctrine**
- **Covenant community**
- **Holiness and consecration**
- **Spirit-empowered worship**
- **Agape love**

Identity protects the house from drift. When identity is unclear, confusion increases. When identity is defined, unity strengthens.

Pillar II — Alignment

Alignment ensures unity of direction.

Amos asks:

“Do two walk together, unless they have agreed to meet?”

— Amos 3:3 (ESV)

Alignment requires:

- **Agreement in doctrine**
- **Submission to biblical leadership**
- **Participation in mission**
- **Protection of unity**

Alignment is not uniformity of personality. It is unity of conviction.

Where alignment is absent, friction increases. Where alignment is present, momentum builds. Alignment preserves clarity of vision.

Pillar III — Accountability

Accountability protects integrity.

The writer of Hebrews instructs:

“Take care, brothers, lest there be in any of you an evil, unbelieving heart, leading you to fall away from the living God. But exhort one another every day... that none of you may be hardened by the deceitfulness of sin.”

— Hebrews 3:12–13 (ESV)

Accountability exists for spiritual protection.

We affirm that:

- **Leaders are accountable to Christ and to one another.**
- **Members are accountable within covenant community.**
- **Correction is administered in love.**
- **Integrity is preserved through transparency.**

Accountability is not suspicion. It is stewardship.

Without accountability, authority becomes vulnerable.

Without accountability, culture deteriorates.

Covenant governance requires shared responsibility.

Pillar IV — Restoration

Restoration is the safeguard of covenant community.

Galatians instructs:

“Brothers, if anyone is caught in any transgression, you who are spiritual should restore him in a spirit of gentleness.”

— Galatians 6:1 (ESV)

Restoration operates through:

- **Confession**
- **Repentance**
- **Pastoral guidance**
- **Reconciliation**

Discipline is not punitive. It is corrective and restorative.

The goal of governance is never removal first. It is restoration first.

Where restoration is practiced, unity heals. Where restoration is neglected, division festers.

The Model in Summary

The ASCC Covenant Governance Model™ functions as follows:

- **Identity establishes who we are.**

- **Alignment ensures we move together.**
- **Accountability protects integrity.**
- **Restoration sustains health.**

Each pillar supports the others.

Remove identity — governance loses foundation.

Remove alignment — governance loses unity.

Remove accountability — governance loses integrity.

Remove restoration — governance loses compassion.

Together, these pillars create sustainable covenant order.

PART III - MEMBERSHIP COVENANT & ALIGNMENT POLICIES

Covenant commitment requires practical clarity.

Belief must translate into structure. Alignment must translate into policy. Unity must translate into shared expectations.

This section outlines the practical framework through which covenant membership operates at All Saints Covenant Church.

Section 1 — Membership 90-Day Alignment Process

The 90-Day Alignment Process ensures that covenant membership is entered with understanding, clarity, and spiritual maturity. This period provides an opportunity for doctrinal comprehension, relational integration, cultural observation, and mutual discernment.

Expectations During Alignment

Participants are expected to attend consistently, complete this manual, engage in corporate worship, and demonstrate respect for leadership and order.

Alignment is evidenced through consistency, posture, participation, and observable integration into the life of the church.

Membership is entered through intentional formation, not informal association.

The alignment process includes:

- 1. Completion of the Covenant Formation Track.**
- 2. Affirmation of doctrinal agreement.**
- 3. Understanding of governance structure.**
- 4. Prayerful commitment to covenant membership.**
- 5. Formal signing of the Membership Covenant Declaration.**

Membership is not automatic upon attendance. It is established through understanding and alignment.

We affirm that membership requires:

- **Spiritual maturity appropriate to commitment.**
- **Willing participation in the life of the church.**
- **Agreement with the doctrine and governance of this house.**

Alignment precedes activation.

Section 2 — Expectations of Membership

Membership carries both privilege and responsibility.

Members are expected to:

- **Attend corporate worship faithfully.**
- **Engage in discipleship and spiritual growth.**
- **Support the church through stewardship and generosity.**
- **Serve according to gifting and capacity.**
- **Protect the unity and reputation of the church.**
- **Submit to biblical governance.**

The writer of Hebrews reminds believers:

“And let us consider how to stir up one another to love and good works, not neglecting to meet together... but encouraging one another.”

— Hebrews 10:24–25 (ESV)

Participation strengthens community. Membership is active, not passive.

Section 3 — Membership Covenant Declaration

Members affirm the covenant declaration as outlined in Week 4.

This declaration confirms:

- **Agreement with doctrine.**
- **Commitment to holiness.**
- **Alignment with governance.**
- **Willingness to receive accountability.**
- **Readiness to participate faithfully.**

Covenant commitment establishes clarity of relationship between the member and the church body. It is entered prayerfully and intentionally.

Section 4 — Membership Review & Discipline

Healthy covenant communities require clear processes for correction and restoration.

Jesus provides the framework:

“If your brother sins against you, go and tell him his fault, between you and him alone... But if he does not listen, take one or two others along with you... If he refuses to listen to them, tell it to the church.”

— Matthew 18:15–17 (ESV)

Membership review may occur when:

- **Persistent doctrinal disagreement arises.**
- **Moral misconduct contradicts covenant commitments.**
- **Divisive behavior threatens unity.**
- **Refusal of accountability persists.**

The goal of review is always:

- **Repentance.**
- **Restoration.**
- **Reconciliation.**

Removal from membership, if necessary, is exercised carefully, prayerfully, and biblically. Discipline protects the integrity of the body.

Restoration remains the objective.

PART IV - LEADERSHIP GOVERNANCE & INTEGRITY ADDENDUM

Leadership within covenant community carries heightened responsibility.

Scripture declares:

“Not many of you should become teachers, my brothers, for you know that we who teach will be judged with greater strictness.”

— James 3:1 (ESV)

Leadership is not elevation of status. It is elevation of accountability.

This addendum outlines the standards, commitments, and integrity safeguards required of those who serve in leadership roles within All Saints Covenant Church.

Section 1 — Leadership Alignment

Leaders must model what they teach.

Paul instructs Timothy:

“Keep a close watch on yourself and on the teaching. Persist in this, for by so doing you will save both yourself and your hearers.”

— 1 Timothy 4:16 (ESV)

Leadership alignment requires:

- **Doctrinal agreement with the church’s statement of faith.**
- **Personal integrity in private and public life.**
- **Faithful participation in worship and discipleship.**
- **Support of the vision and governance of the house.**

Leadership requires spiritual maturity, not merely skill. Alignment in leadership protects culture.

Section 2 — Leadership Covenant Declaration

In addition to the general membership covenant, leaders affirm an elevated covenant commitment.

Leaders agree to:

- **Model holiness and self-control.**
- **Uphold confidentiality.**
- **Protect unity in speech and conduct.**
- **Avoid divisive behavior.**
- **Submit to pastoral oversight.**

Leaders are stewards of influence. Influence must be exercised responsibly.

Section 3 — Confidentiality Agreement

Leaders often handle sensitive information involving:

- **Pastoral counseling.**
- **Personal struggles.**
- **Disciplinary matters.**
- **Financial stewardship.**

Proverbs instructs:

“Whoever goes about slandering reveals secrets, but he who is trustworthy in spirit keeps a thing covered.”

— Proverbs 11:13 (ESV)

Confidentiality is required except where:

- **Legal reporting obligations exist.**
- **Safety concerns demand intervention.**
- **Leadership consensus requires structured response.**

Trust is preserved through discretion.

Section 4 — Moral Conduct Standards

Leaders must live above reproach.

Paul instructs:

“Therefore an overseer must be above reproach... self-controlled, respectable.”

— 1 Timothy 3:2 (ESV)

Moral standards include:

- **Sexual integrity.**
- **Financial honesty.**
- **Substance sobriety.**
- **Integrity in speech.**
- **Faithfulness in family responsibility.**

Leadership conduct reflects upon the entire body. Character sustains credibility.

Section 5 — Conflict of Interest Policy

Leadership decisions must prioritize the spiritual welfare of the church.

Leaders must avoid:

- **Financial conflicts.**
- **Undisclosed relational bias.**
- **Personal gain through church influence.**

Transparency protects integrity. Where conflicts arise, disclosure and recusal are required.

Section 6 — Leadership Discipline & Restoration

When leaders fail morally or doctrinally, accountability is required.

Paul instructs:

“As for those who persist in sin, rebuke them in the presence of all, so that the rest may stand in fear.”

— 1 Timothy 5:20 (ESV)

However, restoration remains the objective where repentance is genuine.

Discipline may include:

- **Temporary removal from leadership role.**
- **Structured restoration plan.**
- **Ongoing pastoral oversight.**

Restoration protects both the individual and the body.

Section 7 — Annual Leadership Reaffirmation

Leadership alignment is not assumed indefinitely.

Leaders reaffirm annually:

- **Doctrinal agreement.**
- **Covenant commitment.**
- **Moral integrity.**
- **Governance alignment.**

Reaffirmation preserves accountability and clarity.

INSTITUTIONAL CLOSING DECLARATION

All Saints Covenant Church exists to build covenant disciples under the Lordship of Jesus Christ.

We are not built casually. We are built covenantally.

We are not sustained by personality. We are sustained by doctrine.

We are not preserved by preference. We are preserved by alignment.

We stand:

- **Rooted in Scripture.**
- **Anchored in Holiness.**
- **Empowered by the Holy Spirit.**
- **Governed by Biblical Order.**
- **Motivated by Agape Love.**

Covenant community requires clarity. Clarity produces unity. Unity produces stability. Stability produces sustainable growth.

This manual represents:

- **Our theological convictions.**
- **Our cultural commitments.**
- **Our governance architecture.**
- **Our covenant expectations.**
- **Our leadership integrity standards.**

We affirm that the strength of this house is not found in attendance, but in alignment.

Not in emotion, but in order. Not in preference, but in covenant.

The City of Love is not built casually. It is built covenantally.

If you are prepared to build covenantally, you may now affirm this commitment in writing.

MEMBERSHIP COVENANT DECLARATION

Having carefully reviewed the doctrine, governance, covenant expectations, and leadership standards of All Saints Covenant Church,

Having completed the Covenant Formation Track, And having prayerfully considered my alignment with this house, I now enter into covenant membership.

I affirm:

- **That Jesus Christ is my Lord and Savior.**
- **That Holy Scripture is the final authority for my faith and conduct.**
- **That I agree with the doctrinal convictions of this church.**
- **That I understand and accept its governance structure under the headship of Christ.**
- **That I will protect the unity, integrity, and witness of this covenant community.**
- **That I will pursue holiness, integrity, and Spirit-empowered living.**
- **That I will receive accountability as an expression of love and order.**
- **That I will build covenantally — not casually.**

I understand that covenant membership is not casual affiliation, but sacred alignment within the body of Christ.

I enter this covenant freely, prayerfully, and with full understanding of its spiritual significance.

MEMBER AFFIRMATION

Printed Name: _____

Signature: _____

Date: _____

Phone / Email: _____

PASTORAL RECEIPT OF COVENANT

On behalf of the leadership of All Saints Covenant Church, this covenant commitment is received with prayer and pastoral oversight.

We affirm our responsibility to shepherd faithfully, govern biblically, and lead with integrity.

Pastor Darrian L. Hill, Sr.

Founder & Pastor, All Saints Covenant Church

Signature: _____

Date: _____