

IGSL FACULTY AGREEMENT

The International Graduate School of Leadership seeks to glorify God by developing servant steward leaders for strategic impact in fulfilling the Great Commission. As an IGSL faculty member, I commit myself to live a life that is above reproach and consistent with biblical standards through the strength and grace of the Holy Spirit. In addition, I will seek to fulfill my IGSL responsibilities and adhere to the foundational biblical truths held by IGSL. Therefore, I willingly make the following commitments and affirmations:

Faculty Code of Conduct Commitments

- I commit myself to sharing the gospel of Jesus Christ as a way of life and to minister to people through the direction and empowerment of the Holy Spirit.
- I commit myself to obey Jesus' commandment to His disciples as echoed by the Apostle Paul to love and serve others (1 Cor. 13). This includes respect for all people regardless of race, sex, status or stage in life. Loving service entails edifying others, considering the interests of others ahead of my own, showing compassion, humility, and patience, and not seeking to harm another person physically, emotionally or verbally.
- I commit myself to refrain from practices which are biblically prohibited. Such practices include criminal violence, drunkenness, profane language, abortion, involvement in the occult, premarital sex, pornography, adultery, homosexual behavior, and dishonest practices such as cheating and stealing.
- I commit myself to maintain the highest ethical standards and honesty in all ministry, business and personal dealings. I will avoid any real or apparent conflict of interest in light of my role as a spiritual leader.
- I commit myself to act as an example for the believers in speech, life, love, faith and in purity. Therefore, I will make lifestyle choices with a high level of consideration for those around me.
- I will maintain transparent in relationships to the opposite sex. I will abstain from the use of illegal drugs or the excessive use of tobacco, betel nut, or alcohol.
- I commit myself to refrain from promoting the public or private use of the use of tongues. I will refrain from using the gift of tongues publicly, restricting its use only to my private devotional life.
- I commit myself to refrain from promoting beliefs and practices that are contrary to evangelical teaching or are divisive in nature.
- I commit to be a good steward of my resources (finances, time, gifts, people, and material possessions).
- I commit to be above reproach in my personal and public conduct.
- I commit myself to adhere to the guidelines as contained in the *Faculty Handbook*, depending upon the Holy Spirit to guide and empower me.

Faculty Responsibilities Commitments

- I commit to fulfill the responsibilities as identified in my job description, including both my *Positional* and *Faculty Responsibilities*.
- I commit to work in collaboration with others toward the fulfillment of IGSL's mission and vision and its Cultural Commitments and Behavioral norms.

(See IGSL Cultural Commitments and Behavioral Norms on the following pages)

After reading the Faculty Agreement, as well as the Cultural Commitments and Behavioral Norms (below), go to the "Faculty Commitments" form and indicate your agreement and affirmation.

IGSL CULTURAL COMMITMENTS AND BEHAVIORAL NORMS

IGSL CULTURAL COMMITMENTS

The Cultural Commitments are made by the IGSL Leadership Team to the IGSL faculty and staff. The commitments are designed to keep us in sync with one another, so that we stay healthy and focused as we grow as an organization. Faculty are encouraged to refer to these commitments regularly and check if we are staying on track.



Commitment 1: STRATEGIC EMPOWERMENT

Each team is empowered to lead an essential area needed to accomplish IGSL mission.

IGSL is committed to:

- Give teams well-defined responsibility that directly impacts reaching IGSL's God-given calling
- Empower teams with **authority** and **resources** to make and implement decisions
- Provide a clear structure of **accountability**
- Streamline responsibilities and create efficient **systems** to better maximize faculty and staff time.

Commitment 2: DYNAMIC COLLABORATION

Clear and efficient systems are established that promote inter-team and intra-team communication and cooperation.

IGSL is committed to:

- Form teams of diverse people who are able to create **corporate synergy** to accomplish given responsibilities, as opposed to merely dividing responsibilities among members.
- Steward the God-given gifts, passions, training, and personality of each faculty member and staff to help him/her reach **God-given potential**.
- Establish a balance between corporate (Leadership Team) and community (Strategic team and sub-teams) **decision making**.

Commitment 3: LEADERSHIP DEVELOPMENT

Systems are established to intentionally and continually develop leaders for specific leadership positions.

IGSL is committed to:

- Prepare **multiple leaders** capable of taking over any major leadership position when the existing leader temporarily or permanently leaves.
- Provide a structure for *clear avenues* (environments and developmental leaders) for growth and development of all **faculty and staff**.
- Ensure that **multiple individuals** are capable of fulfilling any faculty or staff responsibility (redundancy).

Commitment 4: CAPACITY STEWARDSHIP

The overall capacity of IGSL resources are considered in the planning and execution of strategies/events in order to promote faithful stewardship of what God has entrusted IGSL and to protect from overextending people and other resources.

IGSL's is committed to keep the following guidelines in mind as decisions are made:

- Faculty, staff, and students are **increasing** their personal spiritual, relational, and professional **capacity** through adequate training and intentional experiences.
- The responsibilities placed on faculty, staff, and students are evaluated in order to **guard against excessive demands** that hinder effectiveness and foster unhealthy or unbalanced life.
- Decisions of student enrollment, special events, and other opportunities are made in consideration of the capacity of **IGSL's facilities to accommodate** them and the capacity of the **IGSL personnel to prepare and maintain the facilities**.
- Plans are made to further IGSL's mission in light of the overall **financial resources and stewardship**.
- **"Aggregate capacity management"** involves an overall evaluation of all resources in order to balance the **total resources of IGSL** (aggregate capacity) with **its plans** in order to pursue its calling in an effective and efficient manner.

IGSL BEHAVIORAL NORMS

The Behavioral Norms are commitments made by everyone in the IGSL faculty team to one another. There are “We will” and “We will not” commitments that help us to work together well and to establish these behaviors as a normal part of our interaction. Again, faculty are encouraged to refer to these commitments regularly and check if we are staying on track.



COLLABORATION NORMS

We will...

- Initiate/invite collaboration with people and teams for necessary input and coordination for maximum stewardship.
- Seek and honor the interests of other teams/people in pursuing IGSL’s calling. (Philippians 2:1-11)

We will not...

- Impede strategic empowerment which hinders decision making and the implementation of plans with unnecessary collaboration.
- Work in isolation or only be concerned for our team’s responsibilities.

ACCOUNTABILITY NORMS

We will...

- Uphold mutual accountability for organizational norms, responsibilities, and relationships regardless of the risk. (Matthew 25:14-30)
- Ask questions for understanding when giving and receiving feedback.

We will not...

- Shut down or reject feedback by blaming, excusing, avoiding or disregarding it.
- Avoid giving feedback because of fear.

COMPLAINTS AND CONFLICT NORMS

We will...

- Hold people accountable to direct their complaints and conflicts to the appropriate person in a timely and God-honoring manner. (Matthew 18:15-17, Matthew 5:23-24, James 5:9)
- Take initiative to talk to those with unresolved conflict for the purpose of understanding and resolving the conflict biblically. (Matthew 18:15-17, Matthew 5:23-24)

We will not...

- Complain against another person. (James 5:9)
- Take responsibility of solving a person's complaint/conflicts when it is in another's responsibility. (Matthew 18:15-17, Matthew 5:23-24)
- Judge/react to complaints/conflicts without knowing all sides of the issue. (John 7:24)

COMMUNICATION NORMS

We will...

- Review all communication (email, Slack) within 2 business days and respond within the timeframe stated or when response is requested.
- Communicate face-to-face when it's important for understanding and processing.

We will not...

- Respond in a reactionary manner that damages relationships. (Ephesians 5:24-32)
Avoid necessary/difficult communications/conversations by not responding in a timely manner.