

Echo Multiplier Covenant

Echo Multipliers are high-capacity volunteer leaders who dedicate a minimum of 10 hours per week to serve in key leadership roles such as directors, coordinators, or coaches. These individuals work in close partnership with staff members to expand and enhance ministry efforts by taking ownership of crucial ministry areas and mobilizing volunteer teams to serve effectively. Multipliers typically commit to one year at a time.

Access You Have as a Multiplier

- **All-Staff Table Talks:** monthly gatherings of staff and key leaders
 - **Staff Drills:** weekly skill development sessions
 - **Prayer Gatherings:** weekly gatherings with staff and key leaders
 - **Campus / Department Staff:** direct access to campus/department staff
 - **Echo email account** and Google Drive access (if necessary)
 - **Slack** (if necessary): internal communication platform
 - **Budget reports** (if necessary)
 - **Other staff training opportunities** (including discounts for camps and retreats)
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As a Multiplier, you will shape the culture of our church. You also have access to information, training, and platforms that our staff use, so we ask you to agree to the following:

Multiplier-Specific Commitments

- **Confidentiality:** I will maintain strict confidentiality regarding all personal information, church records, and sensitive data I may encounter during my service. I will not use or share personal information without the written permission of the staff.

- **Proper Use of Resources:** I agree to use church resources, including email, training materials, and platforms, only for their intended purposes and not for personal gain. I will adhere to Echo's policies regarding the proper use of electronic communications and information systems.
 - **Ownership of Documents:** I understand that any work I create as a volunteer remains my intellectual property. However, I grant Echo.Church non-exclusive, royalty-free license to use, reproduce, and distribute any materials I create for church purposes during my volunteer service. I understand that all documents I create must be stored in the Echo Google Staff Binder Folder, not on my personal computer or in my Google Drive account.
 - **Use of Facility Key Cards:** If provided with a key card or other means of access to church facilities, I will use it responsibly and solely to fulfill my volunteer duties. I will not share my access credentials with others and will promptly report any loss or theft of my key card.
 - **Character & Integrity:** I commit to living with a clear conscience before God and others — someone whose private life matches their public one. I understand that as a Multiplier, I carry significant influence, and I will speak openly with my staff supervisor if any part of my life becomes misaligned with the biblical qualifications of church leadership. I will not hide behind my role — I will pursue growth honestly and come to my leaders when I am convicted or struggling. (*1 Timothy 3:9*)
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Echo's Commitment to You

Prepare: We will invest in your next step by walking you through an intentional apprenticing process and ensuring you are equipped for your role.

Equip: We will partner you with a staff member who will meet with you regularly for spiritual formation and leadership development — investing in who you are becoming, not just what you are doing.

Inspire: We will keep you inspired and aligned through All-Staff Table Talks, Staff Drills, Prayer Gatherings, Encounter Nights, and staff training opportunities.

Access: You are part of the inner life of our staff. You have direct access to campus and department staff, and are invited into our monthly All-Staff Table Talks and weekly staff prayer gatherings.

Input: We value your voice. As a leader, you have the ability to shape the decisions & culture of the teams you're in through your relationships you have with your overseer, as well as occasionally participate in nominating board of trustee members, who serve as biblical elders of Echo.

Your Commitment as an Echo Leader

As a leader at Echo, you are representing Jesus and His Church. The following commitments reflect the biblical standards and convictions we ask every Echo leader to live by, regardless of department or team.

My Character

UP — I pursue intimacy with God.

Echo core values: Sore Knees, Fixed Eyes

I commit to relentlessly pursuing the presence of God through personal spiritual practices that fill me up and keep me connected to God. I know that the more I pour out, the more I need to be poured into, so I will make space for God to fill me up. My leadership flows from my walk with Jesus.

Daniel 6:10, Hebrews 4:16, John 15:4

IN — I am becoming who God created me to be.

Echo core values: Curious Minds, Prophetic Voices

I commit to living with a clear conscience before God and others — someone whose private life matches their public one. I will practice sexual faithfulness in marriage and celibacy in singleness. I will model self-control, avoiding drunkenness and destructive habits. When I am convicted or struggling, I will not hide — I will come to my leaders honestly.

1 Timothy 3:2-3, Titus 1:6-8, 1 Timothy 3:9

WITH — I fight for unity.

Echo core values: Locked Arms, Ready Hands

I commit to deeply investing in the people around me and creating environments where others feel welcomed and valued. I will avoid gossip, slander, and divisive talk, and instead speak words that build up. I will honor my leaders, invest in my team, and be someone others can trust.

1 Timothy 3:8, John 17:20-23, Ephesians 4:3, 29

OUT — I live on mission.

Echo core values: Brave Feet, Generous Hearts

I commit to courageously going toward the lost, least, and lonely. I will share my faith, invite others into community, and look for opportunities to reflect the love of Jesus at work, at home, and in my neighborhood. I will invest in developing the leaders around me and multiply what God has given me rather than protect it.

Luke 4:18, Matthew 28:19, 2 Timothy 2:2, Romans 1:16

My Church

ALL IN — Committed to the Kingdom and my church.

I have reviewed Echo's statement of beliefs and am fully aligned — including our convictions about the Bible, Jesus, marriage, and human sexuality. I commit to growing in generosity and practicing the tithe by giving at least 10% of my income to Echo Church as an act of worship and investment in this mission. I commit to being fully planted at Echo for as long as God has me here — giving myself wholeheartedly to His Kingdom and to this church, and leaving well if He calls me elsewhere.

Malachi 3:10, 2 Corinthians 9:7, 1 Corinthians 1:10

Echo's Values

Sore Knees: We relentlessly pursue the presence of God.

Curious Minds: We eagerly seek to learn, create, and innovate.

Brave Feet: We courageously go toward the lost, least, and lonely.

Generous Hearts: We joyfully sacrifice for God's Kingdom.

Locked Arms: We deeply commit to a life of impact together.

Ready Hands: We purposefully create environments of radical hospitality.

Prophetic Voices: We humbly invite the Holy Spirit to speak to and through us.

Fixed Eyes: We intentionally focus everything on Jesus.

Echo's Beliefs

God

We believe in one God, who unconditionally loves all people, regardless of their race, gender, or nationality. He eternally exists in three distinct persons: Father, Son, and Holy Spirit. Each person of the Trinity is fully God, sharing all of the divine attributes in a perfect loving community. (Matthew 28:19, John 1:14, Acts 5:3-4, 2 Corinthians 13:14, Colossians 1:15-20, Hebrews 1:1-3, Revelation 1:4-6)

Jesus Christ

We believe Jesus Christ is the perfect revelation of God to humankind. He is fully God and fully man. After voluntarily coming to earth and living a sinless life, He died on the cross as the substitute for humanity's sin. His resurrection from the grave affirms His victory over sin and death. (Matthew 1:18-2:12, John 1:1-18, Romans 3:21-26, 1 Corinthians 12, Philippians 2:5-8, Colossians 1:15-23, Hebrews 1:1-13, 1 Peter 3:18, 1 John 1:1-2:2)

The Holy Spirit

We believe in the Holy Spirit, who indwells all who surrender their lives to Jesus. He equips believers with spiritual gifts for serving others, and continually empowers and guides those who live on mission to advance the Gospel. (John 14:15-26, Acts 2:1-33, Romans 8:1-27, Galatians 5:16-23, 1 John 2:20-27)

Salvation

We believe that all who turn from their sin and trust in Jesus Christ alone as their Lord and Savior receive the forgiveness of sins and the free gift of eternal life. True peace and fulfillment in life is only found in a relationship with Jesus. (John 3:16, 6:35-40, 10:27-30; Romans 8:28-39; Philippians 1:6; 2 Timothy 2:13; 1 Peter 1:3-9)

Humanity

We believe God created humans, both male and female, in His perfect image. Because of their rebellion, however, all humanity is alienated from God and only able to enter a relationship with God by His grace, not through their efforts. (Genesis 1:26-31; Romans 3:10-18, 23; Ephesians 2; Psalm 8:3-6; Isaiah 53:6; Isaiah 59:1, 2)

The Bible

We believe the Bible to be authoritative for all areas of faith and practice. It is inspired by God, written by people, and a source of wisdom and direction for those who meditate on it and apply it to their lives. (John 17:17, 2 Timothy 3:16, 2 Peter 1:20-21)

Marriage

We believe that God has designed marriage as a sacred relationship and the only place for sexual activity to take place, both for procreation and mutual enjoyment. Biblical marriage is a lifelong covenantal relationship between one man and one woman to the exclusion of all others. (Matthew 19:6, Ephesians 5:31, Romans 1:26-27, Genesis 2:2-4, 1 Corinthians 7:2-16, Hebrews 13:4)