

Wycliffe Global Alliance

Covenant/Statement of Commitment 3

Note: The Covenant/Statement of Commitment 3 is provided in Word Doc and PDF

This is a Covenant/Statement of Commitment of
solemnly and joyfully made with the other organisations in the
Wycliffe Global Alliance.

Introduction

The Wycliffe Global Alliance (the Alliance) is a community of organisations. Our common goal is to nurture an environment in which like-minded organisations can fully participate and serve together in God's mission through Bible translation and related ministries. The Alliance serves with and is a part of the worldwide church.

All participants – Alliance organisations and Alliance leadership and staff – support and practice:

- Accepting God's invitation to participate in his mission for his glory
- Praying for one another
- Relationships that demonstrate love and respect
- Relationships that are sincere as well as strategic
- Good stewardship and generous sharing of resources
- Embracing unity and organisational diversity.

Through this Covenant/Statement of Commitment, the Alliance organisation is officially recognised as part of the Alliance. The Alliance organisation commits to engage and grow in deeper relationships within the Alliance community.

1. Foundational Values and Beliefs of the Alliance

The [Vision](#), [Mission](#), [Purpose](#), [Core Values](#) and [Doctrinal Statement](#) state the heart of the Wycliffe Global Alliance. All Alliance organisations commit to these core statements.

1.1 The Alliance as a discerning community: The Alliance provides multiple contexts for ongoing dialogue about relevant issues. Documents (which include statement and philosophy papers) on topics such as [translation](#), [funding](#), [people](#), [community](#) and relationship with the [church](#) highlight and summarise conversations from numerous contexts within the Alliance community. These conversations represent diverse input and insights on key topics. They inform our journey, enrich our community and encourage ongoing interaction. These conversations help shape the character of the Alliance and the ways organisations participate in the Alliance.

2. Participation in the Alliance

The Alliance organisation makes the following commitments to the Alliance community:

2.1 Involvement in Participation Streams: The Participation Streams are the primary means by which Alliance organisations facilitate Bible translation movements that contribute to the holistic transformation of communities worldwide. The Participation Stream(s) an Alliance organisation selects indicate how that organisation intends to participate in the Alliance community. [Please consult the [Participation Streams document](#) and then indicate involvement in one or more Participation Streams.]

- ☐ Church
- ☐ Prayer
- ☐ Funding
- ☐ People
- ☐ Bible Translation Programmes
- ☐ Training in Bible Translation Roles
- ☐ Specialty Services

The Alliance organisation is proactive in informing the Alliance Area Director of changes/updates in involvement in any of the Participation Streams.

2.2 Financial commitment: The Alliance organisation commits to pay an Annual Fee on or before 30 September. In order to calculate the Annual Fee, all Alliance organisations will be asked to report their total income for the previous fiscal year. This figure is used to determine the fee as follows:

Income range (US\$ annual income)	Annual Fee (US\$)
35+ million	50,000
15+ to 35 million	35,000
5+ to 15 million	20,000
3.5+ to 5 million	10,000
2+ to 3.5 million	7,500

1+ to 2 million	5,000
500+ to 1 million	2,500
250+ to 500 thousand	1,250
100+ to 250 thousand	750
0 to 100 thousand	400

(Please see Appendix 1 for further details about determining sources of total income, matters pertaining to the payment of fees and commitment by the Alliance.)

2.3 Management of information: The Alliance organisation is proactive in informing the Alliance Area Director of changes/updates in its Executive Director and/or Board Chair (or equivalent position titles). Additionally, organisations should keep the Area Director informed of changes to contact details, and agree that these contact details be shared with other Alliance organisations.

3. Advantages of Participating in the Alliance Community

Each Alliance organisation has a unique opportunity to belong to a global community that leads, influences and serves Bible translation movements. The Alliance provides opportunities for exploration and reflection concerning how Bible translation fits into God's mission and how we participate together in God's mission. Belonging to the Alliance community provides various benefits, including:

- Invitation to regional and global consultations on topics of interest
- Invitation to give feedback on and discuss the Alliance's area and global strategies
- Invitation to Alliance area meetings
- Invitation to the Alliance's quadrennial Global Gathering
- Opportunity for input and confirmation of changes to the Alliance's By-Laws
- Opportunity for input and confirmation regarding the composition of the Alliance's Board of Directors
- Priority access to expertise, mentoring and advice from members of the Alliance Leadership Team and area staff as well as access to the expertise of other Alliance organisations
- Representation of the Alliance organisation on the Alliance's website
- Formal and informal networking with other Alliance organisations
- Opportunities for leadership development and organisational development
- Opportunities to form cross-cultural and inter-organisational friendships
- Receiving the Alliance Annual Report.

4. Ethical Principles and Practices of the Alliance

4.1 Guarding unity: In their interactions with each other, Alliance organisations are committed to upholding attitudes and practices that promote, guard and restore unity in a manner characterised by mutual respect, integrity, humility, generosity and space for differing opinions for the benefit of the community.

In a context where unity is at risk, Alliance organisations are committed to engage with the situation as soon as appropriate, in a respectful way that honours all parties involved. (Please see Appendix 2 for further information.)

4.2 Communicating with integrity: The Alliance organisation agrees to communicate in ways that bring glory to God, reflect Christ and honour the dignity of all people. The Alliance organisation agrees to communicate with love and respect. It will also follow ethically, culturally and contextually appropriate communication guidelines that align with the values of the Alliance.

4.3 Qualities and expectations of personnel: The Alliance organisation ensures that its personnel follow biblical and moral standards in accordance with the Bible's "supreme authority in all matters of belief and practice" ([Doctrinal Statement](#)), upholding these standards in culturally appropriate ways wherever they are serving. The Alliance organisation will follow its organisational policies and legal requirements governing personnel and employment.

4.4 Protecting information, both corporate and personal: The Alliance organisation abides by national and, where appropriate, international laws and Alliance agreements regarding personal and corporate information.

The Alliance organisation agrees to safeguard information entrusted to it by Alliance organisations and the Alliance Leadership Team and Board.

4.5 Legal status and governance: The Alliance organisation is compliant with and in good standing with local laws, regulations and best practices of governance in its country, and is committed to fostering strong relationships and a good reputation with partners and its community. The organisation also operates within the laws and regulations of the countries in which it works.

4.6 Financial responsibilities: The Alliance organisation manages and uses funds with the highest level of integrity and follows standards of compliance and professional stewardship. Funds received are used for their stated and intended purpose. The Alliance organisation maintains an adequate system of internal controls in raising, receipting, managing and distributing funds. The Alliance organisation is committed to maintaining accurate and timely accounting records and agrees to comply with applicable accounting principles.

4.7 Financial reporting: The Alliance values financial transparency and mutual accountability. Therefore, the Alliance provides its annual financial statements and annual report on [its website](#).

It is required that the Alliance organisation's annual financial reports or audited financial statements be made available upon request of the Alliance, if not already made publicly available on the organisation's website.

4.8 Use of the Wycliffe Global Alliance logo: While a part of the Alliance community, the Alliance organisation may use the [Alliance logo](#) in part or along with that of the organisation, in both print and electronic media, to identify its affiliation with the Alliance. The use of the logo should follow Alliance [brand guidelines](#). The logo should not be used to imply an Alliance endorsement of any specific Alliance organisation's programmes or the organisation's own media or materials.

5. Conclusion and Signatures

5.1 Review of this Covenant/Statement of Commitment: The Alliance organisation or the Alliance Area Director may initiate a discussion at any time to review and/or update this Covenant/Statement of Commitment.

If either the Alliance organisation or Alliance leadership fails to follow the terms of this Covenant/Statement of Commitment, either party may suspend or terminate participation in it by giving a notice of three months to the other party.

The Covenant/Statement of Commitment will be reviewed no later than three years from the date it was signed by both parties.

5.2 Additional agreements: This Covenant/Statement of Commitment may include additional agreements between the Alliance organisation and the Alliance as needed. For example, involvement in certain Participation Streams may require additional agreements.

5.3 Signatures and date: These people accept this Covenant/Statement of Commitment:

..... Alliance Executive Director (signature)	 Authorised officer of Alliance organisation (signature)
..... Print Name	 Print Name
..... Alliance Area Director (signature)	 Additional representative (signature)
..... Print Name	 Print Name
..... Date	

APPENDIX 1: Comments on 2.2 Financial commitment

The calculation of the Annual Fee is based on an Alliance organisation's previous, audited financial statements.

Total annual income is defined as the sum of:

- (1) Undesignated income;
- (2) Income received from government funding;
- (3) Income for projects;
- (4) Income for staff/member projects and support;
- (5) Any income received from an Alliance organisation, including matching funds and project funding;
- (6) Legacies and bequests;
- (7) Interest and investment income;
- (8) Profit from product sales and income generation activities;
- (9) For church denominations, income specifically designated for Bible translation-related activities as defined in discussion with your Area Director.

After receiving the report of the total income for their previous financial year, the Alliance will issue an invoice to the Alliance organisation for the Annual Fee. The invoice includes a recommended due date but the fee must be paid, at the latest, by the end of the Alliance's fiscal year (30 September) to which the fee is applicable. Any other payment arrangements must be negotiated with the Alliance CFO before the due date.

Commitment by the Alliance:

The Wycliffe Global Alliance generally avoids engaging in fundraising within the country of any Alliance organisation. However, it may undertake broad-based fundraising that is global in nature and not targeted to a specific national context—for example, through the Alliance's website. If fundraising at a national context is considered necessary, a reasonable effort to consult and collaborate with the relevant Alliance organisations will be made before starting any activities. For fundraising activities in countries where the local AO includes the word "Wycliffe" in its name, additional discretion is required, and mutual principles must be agreed upon before such activities begin.

Alliance organisations can find annual financial statements for the Alliance [here](#).

APPENDIX 2: Further details about 4.1 Guarding Unity

In their interactions with each other, Alliance organisations commit to uphold attitudes and practices that promote unity and are characterised by:

- Respect. They do so as members of the body of Christ.
- Integrity. They adhere to biblical ethics and communicate honestly.
- Humility. They learn from others and change attitudes and practices where needed.
- Generosity of spirit. They assume the best and choose not to take offence.

We acknowledge that situations can develop in our interactions that may put our unity at risk. This could be the beginning of a conflict situation. In such situations where unity is at risk,

Alliance organisations are committed to engaging with the situation as soon as appropriate, and to not allowing it to escalate.

This engagement may be initiated by one of the parties directly involved, or by someone else (e.g. another Alliance organisation or someone from the Alliance Leadership Team).

We acknowledge that there are many ways to address such situations, with particular regard to who should be involved and whether and how third parties should be brought in. We recognise that a robust discernment process is necessary to choose the best way(s). We recognise that there is no guarantee for a successful outcome.

The goal of engagement is to honour all involved parties' needs and, in the process, strengthen relationships. This is accomplished through humbly investing in mutual and deep understanding of all involved parties' positions, interests, backgrounds and values. With a collaborative mindset, we seek an outcome that is beneficial for all involved parties. In this process, we are willing to let our own assumptions be corrected.

Acknowledging that there are a variety of ways to address matters of unity, the following reflections can help work toward guarding unity.

1. Strengthening the Alliance community through the Covenant/Statement of Commitment

- The Covenant/Statement of Commitment is not a contract. Its aim is to facilitate and nurture healthy relationships throughout the Alliance community, i.e. among Alliance organisations; between the Alliance leadership and Alliance Board; and among Alliance organisations, the Area teams and the Alliance Leadership Team. Together, we aim to nurture and protect this community by holding each other accountable to the Covenant/Statement of Commitment.
- The desire for community is an important reason for an organisation to be part of the Alliance. Alliance organisations are encouraged and expected to regularly familiarise themselves with the Alliance's [Principles for Community](#). This expectation should be made clear to an Alliance organisation before signing or re-signing the Covenant/Statement of Commitment.
- Many conflicts within the Alliance community can be readily resolved between the parties involved. Where this is not happening, a third party can be involved to encourage and possibly facilitate dialogue between affected parties with the aim of re-establishing unity. Such a third party could be another Alliance organisation, a member of the Alliance Leadership Team, an external person or any combination of these.

2. Creating Third Spaces and facilitating mediation for addressing conflict in the Alliance community because of commitments of the Covenant/Statement of Commitment

- In situations where unity is at risk and where direct interaction between the parties involved does not restore unity, the preferred way to address the situation is through a Third Space. The aim of the Third Space is to create a neutral space for the parties to meet, listen to and learn from each other so that unity can be restored.

- The process follows Third Space principles (e.g. commitment to mutual respect, learning, influence and benefit). The Third Space is further characterised by confidentiality; respect of cultural issues (e.g. honour and shame dynamics); willingness by participants for open dialogue; desire to seek outcomes that benefit all involved parties; transparency; and trust built as the process is followed.
- In situations where such dialogue is difficult, a more formal mediation process may be considered.
- When using a Third Space or mediation process, the Executive Director, in consultation with Alliance organisation(s) affected and the Area Director concerned (and additional people at the Executive Director's discretion), appoints an independent facilitation/mediation team acceptable to all parties involved.

3. Addressing conflict between an Alliance organisation and a member of the Alliance Leadership Team

- If the Alliance Executive Director is not involved in the conflict, the Executive Director sets up an appeals process that follows a grievance procedure where the parties involved explain their concerns and perspectives.
- If the conflict involves the Alliance Executive Director, the Alliance Board Chair sets up an appeals process that follows a grievance procedure where the parties involved explain their concerns and perspectives.
- In either case, the appeals process is facilitated by people neutral to the situation who can advise and guide the parties involved with the aim of restoring unity. This assumes all parties are committed to the process.

Alliance Leadership Team processes with Alliance organisations

- Area Directors invite Alliance organisations to give input on how they would want to deal with scenarios of conflict and non-compliance of the Covenant / Statement of Commitment within the Alliance community. (Rationale: The Alliance Leadership Team lacks the contextual background to provide solutions that can be applied across the Alliance. This input will help guide the process.)
- The Executive Director and Area Directors offer a listening process to the Alliance organisations in order to hear past grievances about the Alliance, the Alliance Leadership Team and/or relationships with other Alliance organisations. Where appropriate, the Executive Director sets up a neutral reconciliation team to facilitate the listening process with Alliance organisations once their concerns have been identified. The aim is to create a safe space (Third Space) to hear all sides and for parties to be able to reset and restore relationships.