

Wycliffe Global Alliance Covenant / Statement of Commitment 2

(revised 4 June 2020)

Notes: The Covenant / Statement of Commitment 2 is provided in Word Doc and PDF;

This is a Covenant / Statement of Commitment¹ of [name of Alliance Organization] with the other organizations in the **Wycliffe Global Alliance**²

Introduction

The Wycliffe Global Alliance (the Alliance) is a community of organizations. Our common goal is to nurture an environment in which like-minded organizations 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 global Church.

All participants – Alliance Organizations and leadership and staff of the Alliance – support and practice:

- accepting God's invitation to participate in His mission for His glory
- prayer for one another
- relationships that demonstrate love and respect
- relationships that are sincere as well as strategic
- good stewardship and generous sharing of resources.

[Alliance Area Director adds a brief descriptive statement of the Alliance Organization in this section.]

Through this Covenant / Statement of Commitment, the Alliance Organization is officially recognized as part of the Alliance. The Alliance Organization 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 Organizations 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 summarize 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 way Alliance Organizations participate in the Alliance.

¹ Depending upon their preference, the Area Director and Alliance Organization may choose to call this a Covenant, a Covenant / Statement of Commitment, or a Statement of Commitment.

² The Wycliffe Global Alliance, as Wycliffe Bible Translators International, is a legally incorporated body in the State of Texas, USA with its operational headquarters in Singapore. Therefore, the Alliance complies with Singapore and US laws that are applicable to its status in these countries.

2. Participation in the Alliance

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

2.1 Involvement in Participation Streams: The Participation Streams are the primary means by which Alliance Organizations facilitate Bible translation movements that contribute to the holistic transformation of language communities worldwide. The Participation Streams an Alliance Organization selects indicate how that Organization 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 Programs
- Training in Bible Translation Roles
- Specialty Services

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

2.2 Financial contribution: (Please see *Appendix 1* for further details about determining sources of income.)

Alliance Organizations commit to pay an Annual Fee. This fee is to be paid to the Alliance by 31 December each year. Any other payment arrangements need to be negotiated before due date.

In order to calculate the *Annual Fee*, all Alliance Organizations report their total income for the previous ended fiscal year to the Alliance CFO. This figure is used to calculate the fee as follow:

Income range (US\$ annual income)	Annual Fee (US\$)
150+ million	200,000
100+ to 150 million	150,000
75+ to 100 million	100,000
50+ to 75 million	75,000
25+ to 50 million	35,000
5+ to 25 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

Note: Income for church denominations is limited to income directly for Bible translation related activities.

2.3 Management of information: The Alliance Organization is proactive in informing the Alliance Area Director of changes/updates in as well as changes 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

The Alliance Organization 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 that include:

- Invitation to regional and global consultations on topics of interest
- Invitation to give feedback and discussion on the Alliance's Area and Global strategy and budget
- 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 Alliance's Board of Directors
- Access to expertise, mentoring, and advice from members of the Alliance Leadership Team and Area staff as well as from any Alliance Organization
- Representation of the Alliance Organization on the Alliance's website
- Formal and informal networking with other Alliance Organizations
- Opportunity for leadership development and organizational development
- Opportunities to form cross-cultural and inter-organizational friendships
- Receive an Alliance Annual Report.

4. Ethical Principles and Practices of the Alliance

4.1 Unity and Shalom: In their interactions with each other, Alliance Organizations are committed to uphold attitudes and practices that promote unity and *shalom* and are characterized by mutual respect, integrity, humility, and generosity.

In a context where unity and shalom are at risk, Alliance Organizations are committed to engaging with the situation as soon as appropriate. This is done with the goal of honouring all involved parties' needs and, in the process, strengthening relationships. This is accomplished through humbly investing in mutual and deep understanding of all involved parties' positions, interests, backgrounds, and values. (Please see Appendix 2 for further information.)

4.2 Communicating with integrity: The Alliance Organization agrees to communicate in ways that bring glory to God, reflect Christ, and honour the dignity of all people. The Alliance Organization agrees to communicate with love and respect concerning other Alliance Organizations, partners, and language communities. It will also follow ethically,

culturally, and contextually appropriate communication guidelines that are in alignment with the values of the Alliance.

4.3 Qualities and expectations of personnel: In culturally and contextually appropriate ways, the Alliance Organization ensures that their personnel follow biblical, ethical, and moral standards wherever they are serving. The Alliance Organization will follow their organizational policies and legal requirements governing personnel and employment.

4.4 Protecting personnel and corporate information: The Alliance Organization abides by national and, where appropriate, international laws and Alliance agreements regarding personnel and corporate information.

The Alliance Organization agrees to safeguard information entrusted to it by all Alliance Organizations and the Alliance leadership team and Board.

4.5 Legal status and governance: The Alliance Organization operates within the laws of its country. The Alliance Organization also agrees to follow best practices of governance.

4.6 Financial responsibilities: The Alliance Organization manages and uses funds with the highest level of integrity, follows standards of compliance and professional stewardship. Funds received are used for their intended purpose. The Alliance Organization maintains an adequate system of internal controls in the raising, receipting, managing, and distributing of funds.

4.7 Financial reporting: In the Alliance we value financial transparency and mutual accountability. Therefore, the Alliance provides its annual financial statements on its website.

The Alliance Organization is required to provide an official annual financial report to the Alliance Area Director.

4.8 Use of the Wycliffe Global Alliance logo: While a part of the Alliance community, the Alliance Organization 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 logo should not be used to imply an Alliance endorsement of specific Alliance Organization programs or their own media or materials.

5. Conclusion and Signatures

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

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

The Covenant / Statement of Commitment will be reviewed no later than three years (for a new organization) or five years (for an existing organization) 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 Organization 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:

1. The Alliance Executive Director

2. The Alliance Area Director

3. Authorized Officer(s) of Alliance Organization

Date

APPENDIX 1: Comments on 2.2 Financial contribution

Note: The calculation is based on an Alliance Organization’s previous audited financial statements (for example the calculation for Fiscal Year 2021 is based on Fiscal Year 2019 finance statement from the Alliance Organization).

All income is defined as:

- (1) Undesignated income;
- (2) Income received from government funding;
- (3) Income for projects;
- (4) Income for member projects and support;
- (5) Any income received from an Alliance Organization including matching funds;
- (6) Legacies and bequests;
- (7) Interest and investment income;
- (8) Profit from product sales and income generation activities;
- (9) Income for church denominations is limited to income directly for Bible translation related activities.

Notes:

- (1) The Wycliffe Global Alliance’s leadership and staff do not engage in fundraising activities in any Alliance Organization’s country. If they need to do any fundraising, they do so in agreement with the Alliance Organization.
- (2) The Alliance Organization can find annual financial statements for the Alliance [here](#).

APPENDIX 2: Further details about 4.1 Unity and Shalom

<i>Wording from the Covenant / Statement of Commitment</i>	Explanation and Principles
<p>In their interactions with each other, Alliance Organizations are committed to uphold attitudes and practices that promote unity and shalom, and are characterized by mutual respect, integrity, humility and generosity.</p>	<p>Unity and shalom – The diverse nature of the Alliance will bring together different understandings of these concepts.</p> <p>When representatives of Alliance Organizations interact with each other with:</p> <ul style="list-style-type: none"> ● mutual respect, they do so as members of the body of Christ; ● integrity, they adhere to biblical ethics and communicate honestly; ● humility, they are willing to own their contribution to the situation, to learn from others and to change attitudes and practices where this is needed; ● generosity, they assume the best and choose not to take offense.
<p>In situations where unity and shalom are at risk, Alliance</p>	<p>In situations where – We acknowledge that such developments happen in our interactions. at risk – This may be the beginning of a conflict situation</p>

<p>Organizations are committed to seek to engage with the situation as soon as appropriate, in the most promising way(s), and with the goal to honour all involved parties' needs – humbly investing in mutual and deep understanding of all involved parties' positions, interests, backgrounds and values.</p>	<p>engage with the – This engagement may be initiated by one of the parties directly involved or someone else (e.g. another Alliance Organization or someone from the Alliance Leadership Team).</p> <p>as soon as appropriate – We commit to not letting the situation escalate by looking for the right time to address it.</p> <p>in the most promising way(s) – We acknowledge that there are many ways to address such situations, in particular with regard to who should be involved, including whether and how third parties should be brought in. We recognize that a robust discernment process is necessary to choose the best way(s). We recognize that there is no guarantee for a successful outcome.</p> <p>honour all involved parties' needs – With a collaborative mindset, we seek an outcome that is good for all involved parties.</p> <p>humbly – (see above re. “humility”)</p> <p>mutual and deep understanding – By engaging with each other listening deeply and sharing our own thoughts honestly, we are willing to let our assumptions be corrected.</p> <p>positions, interests, backgrounds and values – While the position is recognized to be a pertinent factor, discovering the underlying interests, backgrounds and values potentially lead to common ground and may therefore indicate a good way forward. Backgrounds and values include cultural and historic context.</p>
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1. Strengthening the Alliance community through the Covenant / Statement of Commitment

- Since the Covenant / Statement of Commitment is not a contract, its aim is to facilitate and nurture healthy relationships throughout the Alliance community, i.e. between Alliance Organizations, between the Alliance Organization' leadership and Alliance Board, and between the Alliance Organizations and the Area teams and the Alliance Leadership Team. Together, we aim at nurturing and protecting this community by holding each other accountable to the commitments of the Covenant / Statement of Commitment.
- The Alliance's Principles for Community are an important reason for an Alliance Organization to be part of the Alliance community. This is an expectation and should be made clear to an Alliance Organization before signing/resigning the Covenant / Statement of Commitment.
- Many of the conflicts within the Alliance community can be readily resolved between the parties involved. Where this isn't happening, a third party can be involved to encourage and possibly facilitate dialogue between affected parties with the aim of re-establishing unity and shalom. Such third parties can be another Alliance Organization, 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 and shalom are at risk (e.g. between an Alliance Organization and one or more other Alliance Organization(s); an Alliance Organization with the whole Alliance Community e.g. by disregard of commitments of the Covenant / Statement of Commitment; an Alliance Organization with a member of the Alliance Leadership Team, and/ or Area-team) and where direct interaction between the parties involved doesn't restore unity and shalom, 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 in dialogue and unity and shalom be restored. The process follows Third Space principles (e.g. commitment to mutual respect, learning, influence and benefit). The Third Space is further characterized by confidentiality; respect of cultural issues (e.g. honour and shame dynamics); willingness by participants for open dialogue; desire to seek an outcome that is good for all involved parties; transparency; and trust to be built in the process that's going to be followed.
- In situations where such dialogue is difficult, a more formal mediation process can be considered.
- When using a Third Space or mediation process, the Executive Director, in consultation with Alliance Organization(s) affected and the Area Director concerned (and additional people at the Executive Director's discretion) appoints an independent facilitation/mediation team which is acceptable to all parties involved.

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

- When the Alliance Executive Director is not involved in the conflict, the Executive Director sets up an appeals process that follows a grievance procedure.
- When 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 both cases, the appeals process is facilitated by people who are neutral to the situation and who can advise and guide the parties involved with the aim of restoring unity and shalom. This assumes all parties are committed to the process.

Alliance Leadership Team processes with Alliance Organizations

- Area Directors invite Alliance Organizations to give their 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 background to provide solutions that can be applied across the Alliance. The learnings will guide the process.)
- Executive Director and Area Directors offer a listening process to the Alliance Organizations in order to hear past grievances about the Alliance, the Alliance Leadership Team and relationships with other Alliance Organizations. Where appropriate, the Executive Director sets up a neutral reconciliation team to facilitate the listening process with Alliance Organizations once their concerns have been identified. The aim is to create a safe space (Third Space) to hear all sides and parties and be able to reset the relationships for the future.