

# **SOCIAL COVENANT OF THE MINISTRY TEAM**

**First United Methodist Church, Lakeland—September 23, 2009**

## **How will the pastors treat the ministry team?**

The pastors will honor each person through:

- prayer
- encouragement
- the expectation of personal growth
- inspiration
- loyalty
- protection

They will provide vision to the ministry team through:

- decisive leadership
- clear expectations
- example
- accountability

## **How will the ministry team treat each other?**

The ministry team will:

- pray for, cooperate with, encourage and trust one another
- act with and presume the best motives
- attentively listen to each other and provide honest and timely feedback
- value each person's unique gifts and honor their call
- strive to understand each other's responsibilities and time constraints
- welcome and assist new staff members

## **How will the ministry team treat the pastors?**

The ministry team will:

- pray for our pastors and honor them as servants called by God
- affirm their gifts and be receptive to their teachings
- support their ministry and give them our encouragement, commitment and cooperation
- honor their work and personal time

## **How will we handle problems and differences?**

We commit ourselves to:

- deal with problems and differences in a Christ-like manner
- pray for God's guidance
- provide a safe and respectful environment in which to share concerns
- speak promptly, directly and kindly to the person
- honor confidentiality
- avoid discussions with people who are not involved
- be honest, open and empathetic
- not allow emotions or differences of opinion to interfere
- take responsibility for our actions
- apologize
- seek and offer forgiveness
- seek the counsel of a mutually agreed upon mediator if the conflict cannot be resolved.

**We will move forward, acting in one accord, to serve God, our church and each other.**