

# SOCIAL COVENANT OF THE MINISTRY TEAM

First United Methodist Church, Lakeland, FL December 15, 2010

## How will the pastors treat the ministry team?

The pastors will honor each person through:

- Prayer
- Encouragement
- The expectation of personal growth
- Loyalty
- Protection
- Offering opportunities for dialogue

They will provide vision to the ministry team through:

- Decisive leadership
- Clear expectations
- Healthy example
- Accountability to staff
- Inspiration

## 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 and give and receive 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
- Strive for self-awareness

## 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 while trusting their leadership.
- Support their ministry and give them our encouragement, commitment and cooperation
- Honor their work and personal time
- Be accountable to pastors

## How will we handle problems and differences?

We commit ourselves to:

- 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 and avoid gossip.
- 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.

Michelle A. Yenchulek

Ken Bond

Jane Edwards

L. Dauter  
Martha Van Arsdale

Rebecca Kiehl  
Shin, Inyook  
Cherry McCallan

Harriet Mays  
Waite Willis

Carol Chastain

David McEntire

Sara Manna

Walter Fattis

Nancy McEntire

Lynn Sangster

Gene Brazell

Andy Oliver

Maggie Frank

Heather Dewitt  
Donna Lane

Jana Russell  
Anchaa B Payne

Arthur Han

Eleanor Powner

Sandy Matzke

Walt

Vesta Foster

Jim W Dams

Matthew

Basie Helms

Theresa Reiter

Lu & Lucene

Scott Brooks

Matthew

Daniel O'Gorman

Arin Inyook

Matthew