

First United Methodist Staff Social Covenant

Updated August 29, 2018

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

How will the pastors treat the ministry team?

The pastors will honor each person and provide decisive and transparent leadership to the ministry team through:

- Prayer and encouragement
- Ongoing and intentional communication of clear expectations
- Holding individuals accountable for their ministries' impact on the whole staff
- Opportunities for dialogue while considering and valuing the opinions of others
- Timely responses and decisions
- The encouragement of personal and spiritual growth
- Trust, loyalty, and protection
- Accountability to the staff
- Showing God's love through their words and actions and inspiring the team to do the same

How will the ministry team (including pastors) treat each other?

Acknowledging that each person is a child of God and wonderfully created, the ministry team will:

- Pray for, cooperate with, encourage, and trust one another
- Respect and honor each other's work, work environment, and personal time
- Welcome and assist new staff members
- Be patient
- Act with and presume the best motives with kindness and grace
- Attentively listen
- Be fully present during times of communication
- Be accountable to each other
- Value each person's unique gifts while striving to understand and respect each other's unique calls, responsibilities, and constraints
- Strive for self-awareness: know yourself, including your traits, personal constraints and feelings, and be mindful of how we impact others
- Uphold confidentiality and avoid gossip

How will the ministry team treat the pastors?

The ministry team will:

- Pray for and encourage them and their families
- Honor them through trust, loyalty, and protection as servants called by God
- Support their ministry and affirm their gifts
- Respect and value their opinions
- Speak openly and honestly with the pastors when there is a difference of opinion

How will we handle our conflicts and differences?

We commit to seeking resolution by:

- Praying for God's guidance
- Being honest, open, and empathetic to others
- Speaking in a timely manner (at a mutually agreed-upon time and setting) directly to the person with kindness and grace
- Seeking and offering forgiveness to bridge the relationship
- Not allowing our emotions and differences of opinion to prohibit healthy communication
- Taking responsibility for our actions
- Seeking the counsel of a mutually agreed upon mediator if a conflict can't be resolved