

## **McPherson First United Methodist Church Leadership Board Covenant**

- Leadership Board members are encouraged to invest in conversations and decisions with vigor, passion, and mutual respect. However, once the Leadership Board has come to a decision, each Leadership Board member will openly and publicly support the decision of the Leadership Board whether the individual member personally agrees with the decision.
- Leadership Board members are expected to be present at all Leadership Board meetings unless ill or out of town. If unable to attend for any reason, the member will notify the Leadership Board Chair. Members can be connected into meetings via speaker phones or video chat if needed. If members miss more than three meetings per year, the Leadership Board Chair will converse with the Leadership Board member to see if their seat needs to be vacated and filled by someone who can be more active.
- Leadership Board members are expected to attend the annual strategic ministry planning retreat. Members understand this foundational piece of the Leadership Board's work and every effort should be made to be fully present for the entire retreat.
- Leadership Board members will review the meeting packet prior to meetings coming fully prepared and ready to participate. The packet will be sent to members the Thursday prior to the meeting.
- Leadership Board members are role models for the congregation. Therefore, members will model mature discipleship by being present in worship, give regularly, have an active prayer life, serve in mission, engage in personal faith development, and share their faith in word or deed.
- Leadership Board members will encourage and support our pastors, staff, and fellow board members.
- Leadership Board members will hold ourselves, the pastors, and other Leadership Board members accountable for their leadership roles and responsibilities. This includes allowing others to hold the board members collectively and individually accountable.
- Leadership Board members understand that conflict and disagreements are natural in any community, including the church. As a board, we will approach matters of disagreement with transparency and maintain our missional focus as a Leadership Board. When approached by a person or group concerning a matter of disagreement or conflict, we will follow the path laid out by Jesus in Matthew 18 by encouraging the concerned party to go directly to the individual, to volunteer to go with the concerned party as a witness, or to invite the concerned party to address the full leadership or an

assigned work team to address the issues. At no time will we support secret meetings that undermine the integrity or authority of the pastors or Leadership Board.

- Leadership Board members understand that as a leader, comments or conversations about personnel (pastors or staff) is inappropriate with anyone at any level and is to be avoided. Members are expected to be supportive and encouraging publicly. Concerns are to be processed with the collective Leadership Board only.
- Leadership Board members will maintain applicable confidentiality requirements. The Board, in its role as staff-parish committee, is held to a high standard of confidentiality regarding personnel and clergy appointments. Similarly, serving as trustees, the Board is required to keep certain legal information confidential. Accordingly, the Board may move into executive session to discuss some agenda items.
- Leadership Board regular meetings during which a decision impacting the congregation was reached will conclude with the formulation of a communication plan to ensure transparency and congregational sharing of that decision.
- Leadership Board members are representatives of the church throughout their respective leadership terms. Board members have a fiduciary duty to the Board and church to uphold the highest standards of relational integrity and to live out the mission, vision and values of the congregation. This includes public support of other congregational leaders, staff and clergy.
- Leadership Board members hold one another in prayer.