

Leadership Board Covenant
Good Shepherd United Methodist Church
February 2022

1. Leadership Board members will model mature Christian discipleship by:
 - being present in worship at least three times per month,
 - tithing or moving toward a tithe,
 - having an active prayer life,
 - serving in mission three times a year,
 - being active on a ministry team,
 - being in a discipleship development group, and
 - openly sharing their faith with others in the secular world.
2. Leadership Board members will commit to engage in Board conversations and decision-making processes with vigor and passion. During such times, members will:
 - respect the opinions of other members and guests,
 - always assume the person speaking has a positive intent behind their words,
 - allow others to finish their thoughts before stating their own, and
 - give each other grace while working to finalize decisions.
3. Board members are expected to be present at all board meetings unless ill or out of town. If unable to attend for any reason, the member will notify the Board Chairman. Board member out of town on scheduled meeting date can request a virtual meeting option. If a member misses more than three meetings during a calendar year, the Board Chair and member will meet to determine whether member's circumstances will continue to jeopardize his/her ability to serve effectively.
4. Leadership Board members will receive/review a "meeting packet" prior to each meeting and come fully prepared to participate. The packet will be sent to members no later than three days before the meeting.
5. Leadership Board members will be on time for meetings, silence cell phones and fully immerse themselves in the meeting without distractions.
6. Leadership Board members will hold one another and the pastor accountable for individual and collective roles and responsibilities. Leadership Board members will likewise recognize their being accountable to honoring this covenant; to leading the church body in answering its call to make disciples; and, to Jesus Christ.

7. Leadership Board member(s) approached by a person or group concerning a matter of disagreement or conflict will:
 - approach the matter with transparency while maintaining the Board's missional focus,
 - encourage the concerned party to go directly to the responsible person(s) while offering to accompany him/her as a witness, and/or,
 - invite the concerned party/group to address the full Leadership Board or an assigned work team to address the issue.

Board members will never suggest, encourage or support secret meetings which undermine the integrity or authority of the pastor or Leadership Board. This is particularly important in relation to staff members who report directly to the pastor, not to the Leadership Board.

8. 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.
9. 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.
10. Leadership Board members are representatives of the church throughout their respective leadership terms. Board members have a fiduciary duty to 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.