

## **First United Methodist Church Staff Social Covenant Draft Revision, November 1, 2023**

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

### **How We Will Treat Each Other**

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

- Pray for, cooperate with, encourage and trust one another
- Hold each other accountable for our individual ministries' impact on the entire staff
- Provide opportunities for dialogue while considering and valuing the opinions of others
- Speak openly and honestly with one another when there is a difference of opinion and remain open to hearing feedback without interruption
- Provide a specific, reasonable deadline for an answer when requesting a reply from someone
- Acknowledge receipt of an email and if an immediate reply is not feasible, indicate a specific deadline by which you will provide an answer
- Encourage personal, professional and spiritual growth
- Respect and honor each other's work, work environment, unique gifts and personal time
- Welcome and assist new staff members
- Be patient
- Act with kindness and grace and presume best motives
- Listen attentively and be fully present during times of communication
- Be accountable to each other
- Strive for self-awareness: know oneself, including personal traits, constraints and feelings, and be mindful of one's impact on others
- Uphold confidentiality and avoid gossip
- When you receive comments/complaints/requests from someone and the information does not pertain to your area of ministry, redirect the person to the appropriate ministry leader
- Create space for connection and fun as a team
- Be intentionally affirming to one another

### **How We Will Handle Our Conflicts and Differences**

*We will commit to seeking resolution by:*

- Praying for God's guidance
- Regulating personal emotions and seeking to understand others' perspectives in order to maintain healthy communication. Accept that the other person may not change her/his opinion, and that's okay
- Being honest, open, and empathetic to others when there is a difference of opinion
- Speaking in a timely manner directly to the other person with kindness and grace at a mutually agreed-upon time and setting
- Seeking and offering forgiveness to bridge the relationship
- Recognizing and taking responsibility for our own actions
- Going directly to the person with whom we have a conflict (don't gossip or triangulate)
- Seeking the counsel of a mutually agreed-upon mediator if a conflict can't be resolved