

LEADERSHIP COVENANT OF CONDUCT

In order for our congregation and church Council to deal effectively with issues in the congregation, and to maintain good relationships within our Christian community, the following guidelines are to be followed:

1. Every member of our community is free to express his or her opinions about our ministry.
2. Opinions about other persons or programs led by other persons shall always be shared according to the Biblical wisdom of Jesus found in Matthew 18:
¹⁵ 'If another member of the church sins against you, go and point out the fault when the two of you are alone. If the member listens to you, you have regained that one. ¹⁶But if you are not listened to, take one or two others along with you, so that every word may be confirmed by the evidence of two or three witnesses. ¹⁷If the member refuses to listen to them, tell it to the church; and if the offender refuses to listen even to the church, let such a one be to you as a Gentile and a tax-collector.'
3. Members are invited to share their opinions directly with their leaders (Council members, staff, pastors, volunteers) in conversation that is mutually uplifting of our ministry.
4. When members of the congregation express an opinion to one another, the other member shall ask: "What would you like me to do with this information?"
 - a) If it regards another person reference Matthew 18: 15-17.
 - b) If it regards a point that can be dealt with respond: "I know someone who might be able to help you with that."
 - c) If it regards something needing council attention, see #5 below.
5. If a member desires information be shared with the Council the following may be said:
 - a) If the person is willing to share the concern in person: "I can see that this is important to you. I think you should share it with the whole Council. Our next meeting is set for ... Call our president and she/he will gladly make time for you on our agenda."
 - b) If the person is unwilling or unable to share the concern in person: "I can see that this is important to you. I would like to share this concern on your behalf with the whole church council. I can only do so with your permission to use your name when I share this information. Do I have your permission to do that?"
 - c) If the person is unwilling to publicly air their concern at all: "I'm sorry, I know this is important to you but I will not share your concern with others as we do not deal with anonymous letters or opinions here at our congregation."

6. When our leaders come together to guide our congregation we fully expect them to:

- a) Pray and call upon the presence of our gracious God.
- b) Reflect upon and discern the will of God for our congregation.
- c) Model cordiality, hospitality and patience with one another.
- d) Represent and strive for our communal good rather than personal agendas.
- e) Deal with disagreements honestly, openly and with loving-kindness.
- f) Listen carefully to others' concerns and seek to understand them clearly.
- g) Model Matthew 18: 15-17 in all their dealings with others.

7. As God's children in Christ we shall: Care as we have been cared for, share as we have been gifted, forgive as we have been forgiven and love as we have been loved.

PRINCIPLES OF CONDUCT FOR COUNCIL MEMBERS

As a member of the FELC Congregational Council, I agree to the following principles:

1. I will follow the Leadership Covenant of Conduct.
2. I will ensure that confidential Council discussions, documents, and other information distributed for or discussed at Council meetings will remain confidential.
3. I will support and promote all Council decisions and actions, even if I disagree with them.
4. I will strive to be positive and joyful in my conversations with others about the work of the church.
5. I will model the behavior of a disciple by praying and reading the Bible daily.
6. I will do my best to attend all Council meetings and special meetings.
7. I will prepare for all Council meetings and special meetings by thoroughly reading any documents distributed in advance of the meeting, and, when possible, having motions prepared in writing for distribution at the meeting.
8. I will serve as a member of a Ministry Team, Task Force, and or Hiring/Call Committee.

Adopted by the FELC Council, February 8, 2009