



CHURCH COUNCIL BEHAVIORAL COVENANT
Lutheran Church of the Cross
2009

This covenant serves to remind us of what kinds of behavior – “holy manners” – the Council values and aspires to achieve.

Therefore, as God’s chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness, and patience. Bear with each other, and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you. And over all these virtues put on love which binds them all together in perfect unity. (Colossians 3:12-13)

We promise to pray, alone and together, to thank God and to ask for God’s help in our lives and in our work for our congregation, and we promise to listen to God’s answer to us.

We seek God’s direction for our congregation, and we work to lead our congregation in that direction.

We demonstrate our leadership and commitment to our congregation and staff by our example.

We treat each other with dignity and respect. We respect and care for each other – whether pastor, staff, or Council member – acknowledging each other’s strengths and weaknesses.

We actively value different perspectives. We promise to listen with an open, nonjudgmental mind to the words and ideas of the others in our church and on the Council, especially if the issue raises tension.

Our communication is detailed, timely, inclusive, and precise. We all do our parts to seek information from one another when we need it, and disseminate information to one another when we have it.

We promise to discuss, debate, and disagree openly in Council meetings, expressing ourselves as clearly and honestly as possible, so that we are certain that the Council understands our point of view.

If a church member desires to have information transmitted to the council, the member shall be invited to bring the information/opinion to the next council meeting. If the member does not wish to appear in person, the council member shall ask the member for permission to use their name in reporting. If permission is not given, the council member shall say, “I’m sorry but I will not be able to report this to the council since we do not deal with anonymous letters or comments.”

Opinions may be shared in writing with the council and shall be read, considered, and responded to if the letter or statement is signed.

From our Constitution:

C12.04. d. Maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling, appointment, or employment.

C12.04. f. Promote a congregational climate of peace and goodwill, and, as differences and conflicts arise, to endeavor to foster mutual understanding.

We promise to support the final decision of the Council, whether it reflects our view or not.

Adapted New Beginnings Organizational Consulting, ©2006; and Transforming Church Boards, Charles M. Olsen, The Alban Institute, 1996.