

Prince of Peace Leadership Covenant

Covenants remind people how we intent to treat one another as we fulfill our mission and vision.

Mission Statement: Prince of Peace Lutheran Church is a community who believes in God's love, knows Jesus as Savior and is blessed by the presence of the Holy Spirit. Thankful for these gifts we gather to pray and praise, explore God's Word and its meaning for our lives, strengthen each other in our witness, and serve each other and our neighbors in the world.

Vision Statement: Gathered by Grace ~ Sent to Serve

Our Covenant: As disciples of Jesus Christ and members of this faith community at Prince of Peace, we:

- Affirm, encourage, support, pray for, bless, and speak well of each other.
- Appreciate and affirm each other's gifts, backgrounds, and viewpoints.
- Speak only for oneself and not on behalf of others.
- Communicate with each other in honest, open, Christ-like ways.
- Will be open to new ways of seeing and doing things.

As a leader, we ask you to BE AUTHENTIC by:

- Sharing your life and faith journey with people you encounter.
- Sharing your highs, lows, hopes, dreams, values and beliefs in others.
- Regularly practicing your faith through caring conversations, worship, devotions, and acts of service.
- Assessing the integrity of your words and actions on a regular basis.

As a leader, we ask you to BE AVAILABLE to others by:

- Befriending people of all ages before and after worship and at congregational gatherings.
- Remembering people's milestones through cards, calls, prayers, gifts, and text messages.
- Getting to know 3-5 young people more intentionally throughout this year.

As a leader, we ask you to BE AFFIRMING by:

- Extending invitations to members, neighbors and recent visitors to upcoming ministry opportunities.
- Sending cards, emails, and text messages to members that celebrate the gifts they bring to ministry.
- Actively soliciting people's input on our congregation's mission, vision, and ministries.
- Integrating the gifts of members into the life of the church and into ministries that serve the community.
- Recognizing that all of life is a gift of God to be stewarded.
- Communicate celebrations, accomplishments, current and upcoming ministries, and learning of new insights with congregation members and with people in the community. Genuinely tell of ministry prayer requests and invite people to assist you in ministry.

Dealing with Difficult Issues or Violations to the Covenant:

- Council members and staff are responsible for seeing that the covenant is honored by all parties.
- If a member raises concerns that are relevant to the work of the Council, but does so in an accusatory or inappropriate manner, members should note that covenant boundaries have been crossed, and then ask that the Council member either withdraw his or her comment or rephrase it in a way that leads to constructive dialogue.

Addressing a Member's Concern(s)

- All members and active participants of Prince of Peace have a right to express their opinions about the life and ministry of this congregation as long as the words and actions are constructive in nature to help build up the body of Christ.
- Members should share their opinions and requests in grace-filled ways DIRECTLY with the person or persons involved; and should refrain from discussing, emailing, or writing about these issues with people not directly involved. Council members and staff should ask people, "What would you like me to do with this information?" The council member's and staff member's role is NOT to speak on behalf of individuals but rather direct them to the appropriate parties. An appropriate response to a member may be, "Is there a reason you're sharing this with me rather than the person you're describing?" Leaders should not speak on behalf of members who are unwilling to speak their truth publicly to the parties directly involved.
- Members may be invited to bring the information to a Council meeting. The time and place shall be given. If a member does not wish to appear in person, the team member shall ask the member for permission to use their name in reporting. If permission is not given, the team 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. You are welcome to come to the meeting and express your concerns."
- If permission is given, the council members shall report the information/opinion to the Council, and use the member's name. Each issue shall be placed on the agenda and written in the minutes along with the action taken by the Council. Action may include: "received as information," "Pastor and/or Chair to visit member and report at the next meeting," etc.

As Council members and staff members of Prince of Peace, we have entered into this covenant intentionally, knowing that I must actively learn and work to practice appropriate and healthy relationships with the whole body of Christ.

Signature

Date

*"If another member of the church sins against you, go and point out the fault when the two of you are alone."
Matthew 18:15-17*

*"Lord, if another member of the church sins against me, how often should I forgive? As many as seven times?
Jesus said to [Peter], 'Not seven times, but, I tell you, seventy-seven times.'" Matthew 18:21-22*

*"But speaking the truth in love, we must grow up in every way into him who is the head, into Christ."
Ephesians 4:15*