

Pilgrim United Church of Christ

Leadership Covenant

As leadership of Pilgrim UCC, we commit to attend to the physical, spiritual, mental, and emotional well-being of our clergy, lay leaders, employees and members.

- We will develop and maintain healthy boundaries in relationship with one another and with pastoral leadership.
- We will ensure accountability, transparency, and responsibility while respecting confidentiality, through written policies, just practices and regular assessments of ministry.
- We will treat each other with respect and consideration in an empathetic manner.

In our leadership meetings we will share responsibilities and communicate clear expectations using clear direct positive language to carry out the business of the church.

- We will communicate roles, responsibilities, and expectations for each other, staff and volunteers clearly and openly in a positive manner.
- We will be prepared for the meetings by;
 - when possible, submitting ministry and committee reports to the administrative assistant one week prior to the meeting, indicating which 3 items you would like highlighted in the council meeting minutes.
 - reading the submitted reports ahead of time.
 - submitting agenda items to the administrative assistant by the second Wednesday of the month, including how much time we request to discuss each agenda item.
- We will be respectful of each other's time by staying on task, using active listening and avoiding interrupting others or engaging in side conversations.
- Everyone will have an opportunity to speak; speaking our truth in a respectful manner.

When there is a conflict, we will follow a process to come to a resolution that is mutually acceptable and respectful.

- We will work to identify the details of the conflict.
- We will explore options to resolve the conflict and consider their future impact.
- To accomplish this, we may:
 - Call a closed council meeting to respect confidentiality.
 - Seek help if needed.
 - Use negotiation.
- We will identify the resolution by consensus. This may include agreeing to disagree, accepting change, making amends as appropriate (action), and encouraging forgiveness.

Est. 8/19/2024

Revised: