

First United Methodist Church Staff Social Covenant Updated December 1, 2021

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 timely responses within two working days and decisions with a definitive timeframe
- 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
- 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
- Not allowing our personal emotions and differences of opinion to prohibit healthy communication
- 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