

A Behavioural Covenant for Staff

We promise to value our ministry of leadership to our congregation as a team and to offer our primary loyalty to that team.

We promise to express criticism and negative feelings first to the person, not to others.

We promise to refuse to talk with a complainer until that person addresses the person she or he is complaining about.

We promise to maintain confidentiality in staff conversations and meetings.

We promise to explain clearly to people who bring staff complaints that we will be sharing the conversation with staff.

We promise to commit to processing information about personality differences among staff and to give feedback to one another in order to support strengths and to balance weaknesses.

We promise to openly discuss our personal strategies and investments in proposals being made.

We promise to accept the fact that disagreements are expected and are to take place behind closed staff doors; in public we present ourselves as a team.

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