

Council Covenant

June 12, 2018



We, the church council of the First Congregational Church of Dundee, covenant to serve the congregation's mission as well as the members of the congregation. We shall create an atmosphere of compassionate candor by presuming good faith, actively listening not interrupting, and staying in relationship with one another even in conflict. We shall respect our time together by honoring our commitments, being prepared for meetings, and handling non-meeting business outside of council meetings. We shall focus on policy, not micromanagement. We shall stand by our group decisions and speak with one voice. We shall continually learn as a council and deepen our sense of spirituality.

The council shall adhere to the following principles:

Congregational expectations: Council members are expected to:

- Set goals and strategic direction aligned with the congregation's mission and implement these through congregational programs and services, working closely with staff and volunteers.
- Be actively involved in the organizational and communal life of the congregation by frequently attending worship services, board and committee meetings, along with congregational events.
- Be familiar with the congregation's by-laws, policies and traditions, as well as its financial affairs.
- Ensure sound financial and organizational structure and procedures and exercise fiduciary oversight.
- Be responsive to the congregation's members, providing support and listening to their needs.

Personal expectations: Council members should expect to:

- Gain spiritual and personal growth through prayer and study.
- Set an example through personal commitment and actions, serving as role models.
- Use their skills to participate fully and thoughtfully in congregational governance.
- Work collaboratively with the clergy, professional staff and members of the congregation.
- Act as advocates and positive spokespersons for the congregation, its personnel, program and policies.
- Engage in the spiritual discipline of giving, modeling a faithful culture of stewardship by growing in gratitude, prayer and generosity and committing themselves to reflect annually on their giving. Council members or their households will make a financial contribution to the Church annually.

Accountability: Council members are accountable for:

- Attendance at and participation in all Council meetings. Out of respect for all, members are asked to advise the Moderator if unable to attend. A Council member may request a temporary leave of absence if, for a period of time, attendance and participation is not possible. If regular attendance over an extended period of time is not possible, it may be necessary to consider resignation.

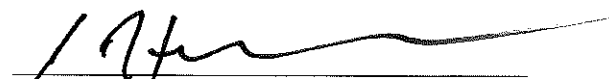
- Decision making based on Christian values such as fairness, mutual respect, sensitivity and openness. The council's opinions or positions will be those reached by the group as a whole in consensus.
- Acting with personal honesty and integrity, including avoiding personal gain and conflict of interest.
- Providing oversight and fiscal responsibility so that resources are used effectively.
- Engaging in regular evaluation of policies, programs, procedures and personnel.
- Preserving the dignity of the congregation, each of its members and those who serve it.
- Supporting positively the daily work of the clergy and professional staff.
- Creating a safe and welcoming environment, built on trust, for all congregants and employees.

Communication and confidentiality: Council members are responsible for:

- Ensuring that matters requiring confidentiality are unequivocally respected.
- Encouraging direct, honest and open communication among the members of the congregation and modeling healthy communication for the congregation. As part of this responsibility, Council invites feedback from the congregation on the council's positions and actions and will respond to feedback offered in good faith.
- Respecting the privacy of deliberations and discussions that take place within meetings.
- Communicating directly, openly and truthfully with other council members, fellow lay leaders, clergy, professional staff and congregants.
- Ensuring that criticism of policy, positions, programs or individuals is expressed constructively and addressed to the appropriate party.
- Ensuring that disagreement relates only to principles and priorities, not personalities.

Respect for others: Council members are responsible for:

- Ensuring that everyone involved in congregational life is treated with respect.
- Enabling those who are connected with congregational life to reach their highest potential.
- Remembering and reminding others that the goal is unity, not uniformity.
- Ensuring that respect for boundaries, prerogatives and expertise is the norm and that the position/office/calling of the clergy, professional staff and lay leaders is worthy of respect.



 Jim Halverson, Moderator




 Pat Crowe, Member



 Lisa Carr, Past Moderator



 Donna Bolz, Member



 Carol Adair, Treasurer



 Bob Hansen, Member



 Sylvia Pomazak, Clerk