

MINISTRY COVENANT
WHATCOAT (DOVER) UNITED METHODIST CHURCH

- 1) We believe in and will respect each person's right to privacy when we have discussions in meetings and will keep personnel and personal information confidential.
 - a) Accountability shall rest with an Executive Committee comprised of the Pastor, Council Chairperson, SPRC Chairperson, Lay Leader and Trustee Chairperson.
- 2) We will respect the pastor and members of the congregation, believing that each is a child of god, with gifts and talents which are needed, useful, and to be respected in our common mission of making Disciples of Jesus Christ.
- 3) We will listen respectfully to committee members, the pastor(s) and lay persons with whom we may be in conversation while carrying out the ministry responsibilities of this committee, giving our full attention.
- 4) We will commit ourselves to following through on our commitment to help and support the pastor in tangible ways, with our prayers, our physical presence, our gifts, and our service. We recognize successful ministry and mission happens in partnership with pastoral leadership.
- 5) We will participate actively in the conversations and sharing of information, not storing up things to shoot at the pastor or other leadership at a future time, but by giving regular feedback in a timely manner to leadership inside and outside formal meetings.
- 6) We will share honestly and as openly as we are able.
- 7) We will set as a priority in our lives attendance at all meetings.
- 8) We are on a journey of faith and will respect the opinions, interpretations and beliefs of each person.
- 9) We believe that the pastor has the right to be present at every meeting of the SPRC, and therefore we will hold no secret meetings.
- 10) We believe that the hiring and firing of non-appointed staff persons lies with the SPRC unless the Administrative Council adopts an alternative policy to deal with these matters. This process is completed in consultation with the pastor and the chairperson of the work area involved. SPRC members will be kept informed of the proceedings.
- 11) We commit ourselves to being a church that fosters a safe environment for all persons consistent with the conference Safe Sanctuary Policy.

Vision, Mission, and Goals

- a) To reach out to the new developments in our area.
Goals: get a look at the demographics – who is moving into these developments, work with the already established Evangelism team and put together strategies for connecting with these neighborhoods. Reach out to other ethnic groups.
- b) Finance, Stewardship and Tithing:
Goals: Have more than one person attend District or Conference training in this area. Explore possible ways to retire the church mortgage. Strong emphasis on tithing through teaching and preaching.
- c) Support and help our pastor be successful.
Goals: Hold our pastor accountable for taking a day off weekly, and occasionally inquire as to whether or not our pastor is practicing spiritual disciplines for the pastor's own spiritual health and growth.
- d) Leadership Training
Goals: Encourage and provide training for all new leaders for the coming year.

Vision, Mission and goals of the pastor for the coming year (developed to be consistent with the church's part of this covenant.

- a) Outreach
Goals: Find out needs of the community that the church might be challenged to address. Work with members of Evangelism team already established.
- b) Finance, Stewardship and Tithing
Goals: Stewardship Committee will continue to work diligently in this area, and encourage strong congregation participation.
- c) Self Care
Goals: Take my day off, take at least one week off per quarter and keep my Sabbath time so that I can keep myself and my family happy and supportive.

Meeting times established are:

Meet to review the Covenant three times per year. The Chairperson of SPRC will call the meetings. The SPRC will meet the third Monday of every other month at 7:00 p.m. We will assess our progress and performance in the fulfillment of the Covenant by reviewing the Covenant at each meeting and working together to accomplish or change our goals. We will use agreed upon guidelines for handling grievances, concerns, and conflicts. Review the process that has been used in the past, consult with our Superintendent, and put together a written policy for how we are going to handle grievances.

This Covenant will be used as the foundation upon which the Annual and Formal Evaluation of the pastor will be made. This Covenant will be used in conjunction with the Evaluation tool that will be supplied to us by the Annual Conference and we will process the formal evaluation according to the directions given to us by our Superintendent. (Due to regular meetings and therefore opportunities for feedback, we expect that at the time of the formal evaluation, neither the pastor nor the SPRC will be caught off guard by any new information.) This Covenant will be shared with the Administrative Council and congregation every year's feedback is both given and received, as ministry is carried out and accomplished, as we perhaps discover that we have set unrealistic goals for the make up and needs of our community, this Covenant will be improved upon and changed.

Louise R. Longshore

Mary E. Monroe

Don E. Long

Paulette M. Patterson

Rev. Aline J. Eason

Mary Powell

Jerendelen Roberts

Chloe Adams
