

# Kent Island United Methodist Church Ministry Covenant

July 1, 2010-June 30, 2011

## Overall Goal

More effectively minister to the people, the community and the world

## How the Overall Goal and Other Goals Came About

1. Via dialog within the Staff Parish Relations Committee and between the SPRC and Pastors, reflecting upon their, Administrative Board and other KIUMC-based discussions and decisions;
2. During progress checks toward vision, mission and goals in the 2009-2010 KIUMC Ministry Covenant;
3. While considering Pastor Performance Reviews for July 1, 2009--June 30, 2010. Consultation occurred also with those shown as sharing leadership accountability on each goal listed.

## Beliefs, common assumptions and core values

1. We affirm our belief in the right for privacy and will maintain confidentiality for all business conducted within SPRC meetings
2. Based upon the fundamental belief that we are all children of God, each with unique gifts and talents which are needed and useful to make Disciples of Jesus Christ, we will demonstrate respect for our pastors, members of the committee and congregation.
3. We will actively listen to committee members, the pastor(s) and the lay persons with whom we converse while carrying out the ministry responsibilities of this committee.
4. We pledge our accountability to each other, the pastor and the ministries of this church. We affirm our understanding, as stated in *The Book of Discipline, 2008*, that "Support without accountability promotes moral weakness; accountability without support is a form of cruelty".
5. We commit to help and support the pastor in tangible ways- with our prayers, our physical presence, our gifts, our service, and our witness. We recognize successful ministry and mission happens in partnership with pastoral leadership.
6. We will actively participate in conversations and sharing of information, not storing up things to shoot at or unload on the pastor or other leadership at a future time. Instead, regular feedback will be given in a timely manner to the pastors, leadership, staff and members of the committee.
7. We will share honestly and openly as we are able.
8. We agree to prioritize our personal lives to ensure attendance at all meetings.
9. We are on a journey of faith and will respect the opinions and interpretations and beliefs of each person.
10. We believe that the pastor should be at every meeting of the SPRC, and therefore we will hold no "secret" meetings.
11. We believe that the hiring and firing of non-appointed staff persons lies with the SPRC as a whole unless the Administrative Board adopts an alternative policy to deal with these matters., This process is completed in consultation with the pastor, but neither the pastor nor the chair of the SPRC has the authority to handle these issues independently of the whole committee.

## Specific Areas of Focus Agreed upon By the Pastors and SPRC

Spiritual growth above all, plus Spiritual Renewal and Revival, Stewardship/Tithing, Discipleship Process and Administrative Structure

## **Vision and Mission**

**Grow up** [in worship and prayer], **Grow Deep** [through discipleship and fellowship], **Grow Out** [via ministry and evangelism] **as the Body of Jesus Christ**

## **Goals:**

### **1. Spiritual Renewal and Revival**

#### **Resulting in:**

Renewed desire for Jesus Christ in all relationships (families, communities, work and world)

Titus 3:5 “He saved us through the washing of rebirth and renewal by the Holy Spirit.”

Greater Sense of Community and Unity

Spiritual Growth Independently and Corporately

#### **How:**

Pastoral and Worship Leadership

Focus on Acts

Revival based ...

    Fellowship Activities

    Special Services (e.g. revival)

    Church Dinners & Picnics

    Hymn Singing

*Shared Leadership Accountability: Pastors; Lay Leaders; Worship; Hospitality; and Emerging Social Committees*

### **2. Transition the New Discipleship Process**

#### **Resulting in:**

1. Hand off of the Discipleship Process from G-3 Task Force to KIUMC Leadership with goals in place for further implementation and management

#### **How:**

1. G-3 Task Force Evaluation, Review, and Refinement

2. Connecting to the Review of Administrative Structure, Staff, Leadership Roles, and Ministries (Goal #4)

*Shared Leadership Accountability: Members of G-3 Task Force, including Senior Pastor*

### **3. Stewardship/Tithing – Foster a change in hearts toward giving.**

#### **Resulting in:**

Increased pledges to the General Fund

Less fund-raising

Trust in Leadership

#### **How:**

Education – Highlight Connection Between Ministries and the General Fund

Communication – Provide Detailed Budget Narratives

**How: Cont.**

Consistent Message from pulpit  
Offer Financial Stewardship Related Guest Speakers, Seminars and Classes

*Shared Leadership Accountability: Senior Pastor; Finance Committee; Stewardship Chair*

**4. Review Administrative Structure, Staff, Leadership Roles and Ministries**

**Resulting in:**

- 1. Structure that supports KIUMC Vision
- 2. Greater participation of KIUMC members
- 3. Fewer meetings and more ministries (less talking, more doing)

**How:**

- 1. Identify and utilize staffing consultant
- 2. G-3 Task Force to review structure
- 3. G-3 Task Force to share suggested revisions to KIUMC leadership
- 4. G-3 Task Force to offer recommendations to 2010 Charge Conference

*Shared Leadership Accountability: Members of G-3 Task Force, including Senior Pastor*

**Support, Feedback and Evaluation**

- 1. SPRC will meet at 7 p.m. on the last Tuesday of every month, and as called by the SPRC Chairperson. The SPRC will use on-going opportunities to assess progress and performance of the Covenant goals and revise them as needed, in consultation with the Pastors.
- 2. The Covenant is a foundation upon which the Pastors' evaluations will be made—in a caring, yet accountable fashion. It will be used with the performance review tool from the Peninsula-Delaware Annual Conference for Pastor Performance Review. The SPRC and Pastors fully expect to be candid and open at all times so at the time of formal evaluations there should be no surprises.
- 3. The Covenant, and any revisions, will be shared with the Administrative Board and congregation. It will be published in the newsletter and on-line. Direct feedback or input on any portion of the Covenant by any member of the congregation is welcome and can be given to the SPRC, Pastors or other persons to whom the feedback pertains. Such comments should be focused on specific behaviors or outcomes affecting the church or a church member, and be constructive, informative and honest. The entire church body is expected to support actively [1] the Covenant and [2] fulfillment of its goals.

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David Bennett, Senior Pastor

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Kyung-Hee Sa, Pastor of Caring Ministries

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Gary Priddy, Pastor of Youth Ministry

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Evelyn Kirby, SPRC Chairperson

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Date