

Kent Island United Methodist Church Ministry Covenant

September 1, 2011-June 30, 2012

Overall Goal

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

How the Overall Goal and Other Goals Came About

1. The overall goal is a continuation of previous years.
2. The specific goals of the covenant are in response to the adoption of the Servant Leadership Model Implementation Team's report at our 2011 Church Conference in June. (see attached)

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 Staff Parish Relations Committee (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 pastors, 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 pastors, 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 pastors 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 fire 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(s) 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 Servant Leadership Team 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.

Vision

Growing in Christ. Transforming families. Changing the world!

Mission

Grow up [worship and prayer], **Grow Deep** [discipleship and fellowship], **Grow Out** [service and evangelism] **as the Body of Jesus Christ.**

Specific Areas of Focus Agreed upon By the Pastors and SPRC

1. Implementation of Servant Leadership Model
2. Fully functioning focus areas
3. Focus on new family emphasis
4. Nurture staff within new structure

Goals:

1. Successful Implementation of New Servant Leadership Model of Governance

Resulting in:

Keeping our vision at the center of who we are and what we do
Encouraging greater collaboration in ministry
Nurturing a greater sense of ministry ownership
Focusing on policies that encourage ministry to those on the edge

How:

Focus on policy and empowering committees and ministries to make decisions and do the work
Focus on communication among the SLT, ministry areas, and church at large

Shared Leadership Accountability: Servant Leadership Team Members

2. Fruitful Ministry through Ministry Focus Areas

Resulting in:

Dynamic ministry within our church and in our community that keeps at its core our “Kingdom Concept” to grow in Christ, transform families, and change the world.

How:

Greater communication by having a member of communication team on each focus area
Greater collaboration between and among the three focus areas
Be willing to say “no” to ministries that don’t align with our vision and “now” to ministries that do

Shared Leadership Accountability: SLT Members, Focus Area Servant Leaders, Focus Area Support Staff

3. Focus on New Vision of Transforming Families

Resulting in:

Healthier families in our church where parents are embracing the role of spiritual leaders
Reaching families in our community to provide basic needs and introduce them to the God who loves them and can bring hope and purpose to their lives

How:

Developing a dynamic family ministry that supports parents and guides children on a spiritual journey from infants through young adults
Identify true needs for families in our community and providing programs that serve them
Going out into our community rather than waiting for families to come to us
Hold a Family Faith Festival in the spring as an attraction to share our ministries

Shared Leadership Accountability: Senior Pastor, Servant Leadership Team

4. Support New Staff Structure

Resulting in:

Increased productivity and excellence in work that glorifies God
Fewer staff able to manage more defined tasks
Utilization of more volunteers serving in perceived staff roles

How:

Clear Job Descriptions
Timely goal setting
At least semi-annual review of goals
Annual staff reviews conducted by supervising staff
Providing appropriate training and staff development
Intentional support for spiritual and physical well being of staff

Shared Leadership Accountability: Senior Pastor, SPRC, and supervising staff

Support, Feedback, and Evaluation

1. SPRC will meet at 6:30 p.m. on the fourth 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 Servant Leadership Team 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 actively support [1] the Covenant and [2] fulfillment of its goals.

David Bennett
Senior Pastor

Kyung-Hee Sa
Pastor of Caring and Servant Ministries

Gary Priddy
Family Ministries Coordinator

Evelyn Kirby
SPRC Chairperson

August 23, 2011

Date