

Board Covenants

Attendance

- All board members will arrive at the scheduled meetings prior to the scheduled starting time and be ready to begin when the meeting is called to order. If the board secretary is not present, an acting secretary will be appointed by the moderator.
- Board members will strive to attend scheduled meetings in person, by phone, or by internet (Zoom, etc.). Three avoidable absences will result in a request for the member's resignation.
- Board members will be available to church members by attending worship services, church events as often as possible.

Preparation

- All materials to be discussed at board meetings will be sent to members at least 48 hours prior to the scheduled meeting.
- Members will read/review materials, noting any questions, and come prepared to discuss and act on any items requiring Board approval or action.
- Members agree to meet outside of regular meetings in teams of two or more to develop projects or policy materials. Results of these meetings requiring Board action will be distributed for review prior to the scheduled Board meeting.

Financial Support

- As leaders of the church, board members recognize their responsibilities to support the church financially according to their means.
- The Board as a whole, will make an effort to lead by example in their generous giving and encourage the congregation to do the same.

Church Team/Committee Meetings

- Board members agree to act as liaisons between Standing and ad hoc committees.
- Board members will report on Committee activities and bring recommendations to the Board for review and action when needed.

Decision Making/Discernment

- Board members agree to strive for consensus in approving items requiring a Board vote.
- Once a decision has been made board members will communicate it as a Decision of the Board without comment on individual opinions.
- Recognizing that difficult decisions arise when people disagree, Board members agree to employ positive means of conflict resolution, discussing issues, offering facts, sharing opinions and concerns in a respectful, thoughtful, and prayerful manner.
- All attempts will be made to resolve disagreement in a productive manner resulting in discernment and compromise in the best overall interests of the church and congregation.
- For decisions requiring special attention, difficult decisions, or long-term plans for the church, board members will enter into intentional discernment discussions, asking

questions, and allowing for outside consultants to help guide and direct positive and opening conversations.

Spiritual Practice/Group Study

- Recognizing that we are a Board of a religious organization and there are benefits of small group prayer and discussion, the board agrees to share the spiritual tasks of opening meetings with a devotional passage, meditation, or prayer. Members will be asked to volunteer, taking turns leading this activity.
- Members also agree to rotate giving a closing prayer blessing, or meditation as we part.
- In a quest to fulfill our responsibilities for discernment in guiding the course and direction of the church, board members agree to participate in studies of agreed upon books, texts or research, completing reading assignments and preparations for group discussion at board meetings.

Continuing Education/Governance Improvement

- To stay current and aware of worship and church trends, and to strive for continual improvement in our own congregation, the board agrees to pursue opportunities for continuing education by attending workshops and board retreats.
- Board members will hold and attend an annual retreat for the purpose of review, planning and education. Board retreats will be structured to include segments for each of these areas and may bring in other members to lead educational segments or board training.
- Outside presenters may be used to offer training or discussion opportunities for board discernment and discussion.

Communication with the Congregation

- The board will hold an annual meeting with the congregation in accordance with the by-laws.
- The board may call additional congregational meetings as necessary to discuss urgent topics that may arise and require votes of the congregation.
- In addition, the board will hold Congregational Conversations (CC) to have informal discussions with the congregation on topics of current concern not needing official vote by the congregation. There will be a CC at least once a calendar quarter.
- The minutes of Board meetings will be posted on the website in the Members only sections. They will include reports, actions taken, and ongoing discussions.
- As necessary, board members may write and contribute pieces to the weekly church newsletter informing congregants on updates or progress to date on certain issues.

Revised and adopted by 2023 Board on February 12, 2023

Reference: Governance and Ministry: Rethinking Board Leadership, 2nd edition by Dan Hotchkiss, Pg. 175-78.