

Culture Covenant

The purpose of this covenant is to honor the dignity of all people and be an open and affirming space for all who are part of our ministries, both givers and receivers. Its clear intent is to uphold the sacred trust among lay persons (both members and attendees), clergy (including the cabinet and bishop), conference staff members, local churches, and the conference. Its further intent is to diminish and eliminate unjust retribution and punishment.

1. Because we are called to love one another, we commit to being honest and respectful in our conversations and covenant to hold one another appropriately accountable.
2. We commit to assuring that committees and groups have the right to initiate, develop and implement ministry in the fulfillment of their responsibilities within the values, boundaries, goals and objectives of the conference and/or local church.
3. We commit to regular and timely conversations with feedback for clergy, churches and committees from personally observed reflections. Further, we commit to encouraging clergy, churches and committees to work through appropriate conflict resolution processes.
4. We commit to creating profiles for all churches and clergy in collaboration with one another that will then be shared during the time of discernment for a change in appointment.
5. We commit to ensuring that clergy and staff (both conference and local church) have the right to see the full contents of their employment files within a timely manner and document them per regulations and guidelines.
6. We commit to participating as fully as possible in all events required for clergy and laity. These include but are not limited to committee meetings, covenant groups (e.g. Clergy Gathering) and Church and Annual Conference. We commit to regular and timely conversations should we not be able to participate as fully as possible or required.
7. We commit to engaging with one another by encouraging all people to speak for themselves and not claiming to represent other people or groups of people. Further, we commit to not triangulate, bully, harass, intimidate, censor or threaten others who might disagree with us.
8. We commit to offering ongoing resources and training (for congregations, committees, cabinet, staff and clergy) in order to uphold this covenant. Further, we commit to reviewing (and updating when necessary) this covenant every year as a part of the work of the conference.