

BOARD OF ADMINISTRATION COVENANT OF CONDUCT

In order for the congregation and the Board of Administration (BOA) to communicate effectively, the following guidelines are recommended.

1. All members of the congregation affirm their right to express their opinions about the life and ministry of the congregation.
2. The congregation operates with a direct democracy form of governance that allows all congregation members to share their opinions directly with the Pastors and BOA, and in committees and meetings.
3. When a member of the congregation shares an opinion with a member of the BOA, the BOA member shall ask, "What would you like me to do with this information?"
4. If the congregation member wishes the information to be transmitted to the BOA, the member shall be invited to bring the information/opinion in person to the next BOA meeting. Time and date of this meeting shall be provided.
5. If the congregation member does not wish to present to the BOA in person, the BOA member shall ask the congregation member for permission to use her/his name in reporting. If permission is given, the BOA member shall report the information/opinion at the next BOA meeting, using the member's name. If permission is not given, the BOA member shall say, "I'm sorry, but I will not be able to report this to the BOA since we do not deal with anonymous letters or comments." (Anonymous complaints in particular create undercurrents that can divide the congregation and disturb its health. They become breeding grounds for gossip and speculation. Information brought forward in a spirit of openness builds trust and creates an atmosphere of accountability and faithfulness.)
6. A BOA member may ask the member of the congregation to refer an issue to another BOA member if the BOA member feels it is inappropriate to handle it him/herself.
7. When an issue is raised at a BOA meeting, it will be reflected in the minutes along with any action taken by the BOA (e.g. Received as information, Pastor will visit member, Letter will be sent).