

COMMITTEE ON MINISTRY RELATIONAL COVENANT SAMPLE

Each Committee on Ministry should develop, ideally during a Committee on Ministry retreat or other time for reflection and connection building, their own relational/behavioral covenant to guide communication and behavior within the Committee on Ministry. Here is a sample resource to give some ideas for what a covenant might look like.

As members of the Committee on Ministry we covenant with one another to:

- Listen faithfully and well to the Spirit, our own consciences, one another, and those who come to meet with us.
- Be honest, ethical, and caring in our communications and relationships with one another, committing to raise individual concerns directly with one another, and asking for help with interpersonal relationships when we are unable to resolve conflict.
- Give and receive feedback with respectful consideration, humility, ever mindful of the well-being and integrity of the ministry we do on behalf of the United Church of Christ.
- Abide by all policies and safeguards to ensure the proper handling, sharing and retention of ministerial files and other COM documents. ([Sample Retention Policy](#))
- Use our commonly agreed upon etiquette in our Zoom meetings, i.e. “raising hands” to speak using reactions, make sure each person is meeting in a physically confidential space, use the “chat” feature on zoom as the group agrees, use mute when not speaking.
- Share the space equitably with others and support leadership in these efforts. If the facilitator of the meeting doesn’t see someone’s hand raised, I will politely interrupt and let them know, understanding that it is everyone’s responsibility to make sure all voices are included.
- Demonstrate commitment to our common work by following through on my responsibilities, being consistent in attendance and doing any homework assigned. When I am unable to participate or fulfill a responsibility I will communicate in a timely manner with COM leadership to ensure that obligations are met.
- Speak precisely and concisely in my comments, sharing space and respecting the time that we have together.
- Abide by our shared Committee on Ministry Conflict of Interest and Confidentiality Policy and any other policies established that pertain to the Committee on Ministry.
- Maintain confidentiality in all of my communications, written and verbal.
- Be responsible for the learning and personal growth that empowers and enables me to foster authentic hospitality and to welcome all persons who come before us. I will participate in trainings as directed by leadership, seek out opportunities for my own learning and growth, and integrate new learning and awareness into my work on the COM.
- Commit to learning to competency any technology related to our COM work, including Basecamp and Zoom.
- Refrain from posting COM business in social media unless sanctioned by COM.