

TWK Connectional Table

Current Covenant Draft

We will be

- Compassionate and forgiving while also holding one another accountable
- Appropriately transparent in our communication inside and outside this team
- Continuous learners growing with humble hearts
- Creative, open, and authentic
- Present to our work and time together
- Respectful of one another's gifts, abilities, and knowledge
- Christ-centered as part of our daily practice beyond this team
- Willing and intentional about seeking the voices of those not present at this table

We will

- Steward the TWK vision by making decisions in alignment with the Mission, Vision and Values of the conference
- Grow in our trustworthiness and our trust of one another
- Lean into tough discussions, listening, and sharing with courage
- Seek measurable outcomes and have clear, achievable goals
- Keep our work confidential until it is agreed upon what can be shared
- Recognize the humanity within one another and extend grace
- Assume the best when others present their perspective and viewpoint and be open to others' ideas
- Be joyful and give thanks for the work before us
- Be attuned to God's will in our work

COVENANT FOR TEAMS

ENGAGING IN NEW CONFERENCE WORK

2020-2021

The new conference guide team has created a covenant realizing that it will be essential for this important, difficult work. The guide team would like to extend the invitation for each of the teams working on this new conference to adapt this covenant for their own.

- We will bathe our work in prayer, seeking the Holy Spirit's guidance in our work.
- We will choose to trust in each other and in the process.
- We will make decisions in alignment with our new conference mission, vision and values and make this our priority.
- We will lead with openness – hearing and listening to ideas that are not our own.
- We will be transparent by sharing information on our teams and with other teams and leaders.
- We will own our perspective and acknowledge and address conflicts of interest.
- We will do our work with a bias for thoughtful action.
- We will be empathetic for generations to come who will be living and leading in the new conference.
- We commit to seek input and reflection from diverse perspectives and experiences.
- We will speak publicly in a unified voice, while allowing disagreement in our teamwork.
- We will have each other's back.
- We will hold each other accountable to our actions.
- We will be present physically, emotionally, mentally and spiritually.
- We will decide what will be communicated at the end of each meeting.
- We will share when we hit a rough patch in our work.
- We will remember our purpose as a team and be clear in our authority.

LOCAL CHURCH LEADERSHIP TEAM COVENANT

We will relate with each other by
being confidential, truthful, direct, and kind.

We choose to love each other,
pray for each other,
be present with each other,
encourage each other,
and be prepared for staff meeting.

We will enjoy each other and laugh.

We will communicate and make decisions
with the church mission statement in mind.

We will hold one another accountable to our spiritual formation and mission of the church.

Staff Covenant 2021

We will

- be hungry, humble, and smart
- practice vulnerability
- be honest and transparent
- be prepared, communicate, and willing to participate
- have a growth mindset and openness to learn and listen
- welcome making difficult decisions
- extend and receive permission to be human
- hold ourselves and team members accountable
- make space for failing and trying again
- help each other set good boundaries as we discover our new roles in this season
- assume confidentiality
- have each others back, inside AND outside of any meeting
- recognize one another's "belovedness"

2018 ANNUAL CONFERENCE DESIGN TEAM COVENANT

As a team,

We will

- ...be present physically, mentally, and spiritually
- ...communicate with one another about our presence or absence

We will choose to

- ...trust God and one another
- ...be transparent, honest, and humble
- ...remain teachable
- ...care about one another as people

We will lead by

- ...praying now through the end of Annual Conference 2018
- ...offering grace
- ...being ready to adapt and support one another

We will make decisions by

- ...keeping the mission and vision of Annual Conference before us and owning it

We will communicate by

- ...recognizing each voice around the table as valuable and important
- ...refrain from side conversations and listen before speaking
- ...being unified in our message and being of one voice
- ...being brokers of knowledge

...agreeing on a communication strategy at the end of each meeting (clarify decisions and define what needs to remain confidential and what should be shared)