



Behavioral Covenant

Congregation Council

Our Promises to God

- We promise to pray, alone and together.
- We promise to listen for God's answer to us.
- We promise to be open to personal change.

Our Promises to the congregation

- We promise to demonstrate our leadership and commitment to FELC and its Mission and Vision by our example.
- We promise to support our pastor and staff as partners in ministry and as their employer, so that their efforts can be most productive.
- We promise to discover what is best for FELC as a whole, not what may be best for us or for some small group in the church.

Our Promises to Each Other on Council

- We promise to treat each other with dignity and respect. We acknowledge each other's strengths and weaknesses.
- We promise to treat our time on council as an opportunity to make an important gift to FELC; attending and coming prepared to meetings, setting realistic goals, and making decisions efficiently.
- We seek to communicate clearly, completely, directly and respectfully.
- We promise to actively listen with an open, non-judgmental mind to the words of others.
- We promise to encourage discussion, debate, and disagreement openly in council meetings, so that we are certain that the council understands our point of view.
- We believe the best of each other and give each other the benefit of the doubt.
- We accept disagreement, conflict and evaluation as natural and inevitable. We promise to reconcile differences according to Matthew 18:15-17.
- We promise to celebrate the positive moments of council.
- We promise to take ownership of the final decision of the council, whether it reflects our view or not.
- We promise to read our covenants at the beginning of each meeting.

[Handwritten signatures]
Dennis Pederson *[Signature]* Wendy Schmiedt
Shirley Zaske *[Signature]* Becky Winkler