

HOLY MANNERS

FOR HOLY CROSS LUTHERAN CHURCH STAFF*

October 10, 2007

We believe that these promises will enable us to better serve God, our church family and each other as we practice Holy Manners. The promises to our church family let every person at Holy Cross know what to expect from us. As a staff we are striving to make the following promises a grand reality as God continues to fill us with His Holy Spirit and love.

OUR PROMISES TO GOD

We promise to pray, alone and together, thanking God and asking for His help in our lives and in our work for our Church.

We promise to seek and follow God's direction through worship and Bible Study.

OUR PROMISES TO OUR CHURCH FAMILY

We promise to care for, respect, and support every person and ministry of Holy Cross.

We promise to listen with an open, nonjudgmental mind to the words and ideas of congregation members, lay leaders and other staff members.

We promise to manage conflict in a constructive way, by taking concerns to the appropriate ministry leader and encouraging others to do the same, realizing that conflict can be a positive experience.

We promise to respect and learn from the past but to always move forward in a positive direction.

We promise to practice love and forgiveness.

OUR PROMISES TO EACH OTHER ON STAFF

We promise to maintain a "safe place" atmosphere in staff meetings and all staff conversations.

We promise to maintain confidentiality in staff conversations and meetings.

We promise to create a caring environment, where ideas and opinions are valued and shared, and continual improvement is desired.

As individuals and as a team we promise to invest time and energy to find the best solutions.

We promise to explain clearly to people who bring staff complaints that those complaints need to be directed to the staff person at issue in order to avoid becoming a third party.

We promise to accept the fact that disagreements are expected and are to take place behind closed staff doors; in public we present ourselves as a unified team.

We promise to love one another and practice the Fruit of the Spirit.

*Created through a deliberate process using resources and insights from *Behavioral Covenants in Congregations: A Handbook for Honoring Differences*, by Gilbert E. Rendle, ©1999, The Alban Institute.