



# DEVELOPING A BOARD COVENANT

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A Board Covenant is a way to solidify as a group the commitments you make to each other. The covenant can be useful in helping shape the ethos of the group, set boundaries and to provide a standard to hold each other accountable.

## STEP ONE

Individually, take 1 minute to think about three basic things you expect of every person when you gather (examples might be... that people show up on time, have done any prior reading, not gossip, etc.)

*There is a sample covenant on the next page. Before referring to it, try to work through your own.*

## STEP TWO

Go around the circle and share one thing each person wrote. Write responses on a white board or flip chart.

## STEP THREE

Take about 10 minutes to talk about anything that needs to be added or what might be important but not essential.

## STEP FOUR

Have everyone express how they feel about raising this bar of accountability and covenant.

## STEP FIVE

Ask if anyone feels they need extra help in being accountable or if they will struggle with any of the items.

## STEP SIX

Spend some time in prayer for each other.

## STEP SEVEN

Include the covenant on the back of future agendas. Create a culture where people lovingly hold each other accountable.

### Group Reflection:

What is one area or item we can pray for as we develop and uphold a covenant?

### Personal Reflection:

What is one area of our covenant that I need to work on? How will this help me to be a more godly leader?

## CHURCH BOARD COVENANT

1. Assume positive intentions of all members. Effectively listen by reserving judgment.
2. Attendance is a priority for all members.
3. Meetings will start and end on time.
4. The Chair will facilitate discussions allowing every voice to be heard.
5. Members will participate fully and stay on task. This includes collective responsibility to point out discussion and actions that contradict these Norms.
6. Members will provide advance notice of agenda items to other members where their specific input may be required, or where item impacts on their assigned ministry committee.
7. “Take a balcony view.” – Don’t take things personally (Ask yourself - which “hat” am I wearing at any moment – Board member? Congregant? Parent? Ministry Leader?)
8. All members will assume collective responsibility for decisions/outcomes of meetings.
9. Recommendations pertaining to a single situation must take into consideration other similar situations (no “one offs”).
10. Confidentiality is required.
11. Members can request prayer time and additional time to process.