

# Covenant of Conduct

(revised 9/7/2014)

In order for the congregation and church leadership to ensure healthy, direct, open and transparent communication, we covenant to follow the guidelines below. For the purpose of this covenant, *church leadership* is defined as pastor(s), staff and all members of church ministry teams. *Member(s)* is defined as any person who is a regular participant in the life of MMC and includes both official members and regular attendees.

1. All members have the right and responsibility to express their opinions about the life and ministry of the congregation.
2. Metamora Mennonite Church operates with a direct democracy form of governance that allows members to share their opinions directly with church leadership at any time and at all congregational meetings.
3. When members share an opinion to a church leader, the leader will ask, "What would you like me to do with this information?"
4. If the member desires to have the opinion shared with church leadership, the elder team, the leadership team or any other ministry team, the member will be invited to bring the information/opinion and share it at the next meeting. The time and date of said meeting will be given.
5. If the member does not wish to appear in person, the leader shall ask the member for permission to use their name in reporting. If permission is not given, the leader shall say, "I'm sorry, but I will not be able to share this information/opinion because we do not receive or respond to anonymous letters or comments."
6. If permission is given, the leader shall report the information/opinion to the proper group using the member's name.
7. At his/her discretion, a leader may ask that the member refer this issue to another church leader for presentation.
8. Elders may facilitate meetings where a perceived power imbalance is present.
9. If the issue involves the Elders, Leadership Team or Ministry Team, it shall be placed on the agenda for said team and written in the minutes along with the action taken. Action may include: "Received as information," "Pastor(s) to visit member and report at next meeting."
10. Opinions may be shared in writing and will be handled in the above mentioned manner if the letter or statement is signed.
11. In the event of a conflict, we will follow the process laid out in Agreeing and Disagreeing in Love. Church leaders reserve the right to consult Illinois Mennonite Conference staff for assistance.
12. Meeting agendas shall be circulated prior to all official meetings in order for participants to prepare properly.