

## **Purpose**

In the spirit of Matthew 18, this covenant outlines the steps that shall be followed in order for the congregation and the church council to effectively deal with issues that may arise.

## **Roles & Responsibilities**

<b>Role</b>	<b>Responsibility</b>
Members (Partners)	Affirm their right to express issues about the life and ministry of the congregation.
Light of Christ Congregation	Operate with a direct democracy form of government that allows members to share issues directly with the pastor, church council, committees, staff and at congregational meetings.

## **Definitions**

**Issue:** Any positive or negative information, concern or opinion, either written or verbal, shared with a member of the church council.

## **Procedure**

1. When members of the congregation share an issue with a council person, the council person shall ask, "What would you like me to do with this issue?"
  - a. If this is an issue between two individuals in the congregation, the council person will verify the issue has been brought up between them first. If not, the council person will offer to go with the member who has the issue to discuss with the member it is against before bringing it to the council.
2. If the member desires to have the issue communicated to the council, the member shall be invited to bring the issue to the next council meeting. The time and date shall be given.
3. If the member does not wish to appear in person, the council person shall ask the member for permission to use their name in reporting. If permission is not given, the council person shall say, "I'm sorry, but I will not be able to report this to the council since we do not deal with anonymous issues."
4. If permission is given, the council person shall report the issue to the council and use the member's name.
5. At their discretion, a council person may ask that the member refer this issue to another council person for presentation.
6. Each issue shall be placed on the agenda and written in the minutes along with the action taken by the council (unless deemed sensitive by the council). Actions may include: "Received as information," "Pastor and/or president to visit member and report at next meeting."
7. **NOTE:** Issues may be shared with the council in writing and shall be handled in the above-mentioned manner if the letter or statement is signed.

# **Covenant of Conduct Procedure**

## Light of Christ Lutheran Church

### **References**

Light of Christ Employee Handbook