

Church Leadership Team (CLT) Covenant 2026

1. Let us conduct ourselves as God has directed in **Matthew 22:37-40**:

"You shall love the LORD your God with all your heart, with all your soul, and with all your mind."
(This is the first and great commandment.)"You shall love your neighbor as yourself." (The second commandment is like it.)

On these two commandments hang all the Law and the Prophets.

2. Let us, as leaders, show respect, and be respectful of all opinions expressed. Let us carry, support, and promote the mission and vision of the church at all times, working for the good of God's kingdom, for the good of Fairfax UMC, and to further the great commission to make new disciples of Jesus Christ for the transformation of the world.
3. Let us embody the spirit of the Prayer of St. Francis:

Lord, make me an instrument of your peace:

where there is hatred, let me sow love;

where there is injury, pardon;

where there is doubt, faith;

where there is despair, hope;

where there is darkness, light;

where there is sadness, joy.

O divine Master, grant that I may not so much seek

to be consoled as to console,

to be understood as to understand,

to be loved as to love.

For it is in giving that we receive,

it is in pardoning that we are pardoned,

and it is in dying that we are born to eternal life.

4. We will joyfully serve as role models for the congregation. Therefore, we will model mature discipleship by being present in worship as often as possible, tithing or moving towards a tithe, having an active prayer life, serving in mission, participating in faith development and openly sharing our faith with others in the secular world.
5. We will encourage, support and pray for our pastors, staff and fellow CLT members.

- 6.** We will hold ourselves, the pastors, and CLT members accountable for our leadership roles and responsibilities. This includes allowing others to hold the CLT members collectively and individually accountable.
- 7.** We will conduct ourselves as a leadership board with a unified voice. CLT members are encouraged to invest in conversations and decisions with vigor and passion. Once the CLT has come to a decision, each CLT member will openly and publicly support the group's decision, regardless of whether the individual member personally agrees with the decision.
- 8.** We will honor the group and work of the group and will attend meetings as scheduled. CLT members are expected to be present at all CLT meetings unless ill or out of town, and unable to attend via Zoom/Google Chat. If a member misses more than three meetings per year, the CLT chair will converse with the member to see if their seat needs to be vacated and filled by someone who can be more active.
- 9.** We will honor the time of the monthly meetings as a time of collaboration and, as such, will review any materials sent prior to the meeting and come to the meeting fully prepared and ready to participate. We will arrive on time for meetings, be fully present, silencing cell phones, and will fully participate.
- 10.** We will honor the work of the group and attend the annual strategic ministry planning retreat, to the best of our ability, taking into account personal/medical constraints. We understand that this is a foundational piece of the CLT's work and every effort will be made to be fully present for the entirety of the retreat.
- 11.** CLT members understand that conflict and disagreements are natural in any community, including the church. As a CLT, we will approach matters of disagreement with transparency and maintain our missional focus as the CLT. When approached by a person or group concerning a matter of disagreement or conflict, we will follow the path laid out by Jesus in Matthew 18 by encouraging the concerned party to go directly to the individual, to volunteer to go with the concerned party to speak with the CLT chair. At no time will we support covert meetings that undermine the integrity or authority of the pastor or the CLT.
- 12.** We will maintain appropriate confidentiality regarding sensitive matters discussed within the CLT, recognizing that trust and discretion are essential to healthy leadership and faithful stewardship of the church.