

**OUR COVENANT**  
PEACE LUTHERAN CHURCH  
18265 North 89th Avenue, Peoria, Arizona 85382

*Christ, as head of the Church, has joined us to work together to fulfill God's will for us. When, we support one another to accomplish the goals that God has set before us, He will make us collectively stronger and will build us up in love for Him and one another.*

*This covenant represents a mutual agreement between Staff, Church Council Members and the members of Peace Lutheran Church:*

We covenant to pray to God about all things whether it be requesting His guidance or praising His blessing. We will include each other in our personal intercessions. In doing so, we are taking the first step in keeping each other's feelings and needs always in our hearts. Time at the Church Council meeting will be devoted to praying for ministry concerns as they are presented each month.

We covenant to promote unity through open channels of communication within the Church Community, Council and Staff in order to grow, to provide encouragement, and to express concerns, identify needs, and notification of program changes and special events.

We covenant to affirm one another by thanking God for the gifts He has provided us, expressing God's love to each other, and encouraging one another as we serve him seeking to build up his body, Peace Lutheran Church, in Christian love.

We covenant to serve one another by being aware and supportive of the members and ministries of the Church. We grow into Christ when we acknowledge the service of others and their importance in accomplishing God's plan through Peace Lutheran Church.

We covenant in the face of conflict to pray for God's guidance and presence to resolve the conflict, concern or complaint.

We covenant to go directly to the person or persons involved, to meet face to face at an agreed upon time (within 48 hours) if the conflict is between Staff Members or Church Council Members.

A face-to-face meeting will be scheduled within 7 days if the conflict is between a Staff or Council Member and a Member of the congregation.

The meeting will begin with an affirmation of the relationship:

This is done by sharing in love the truth (issue) in a normal tone of voice with emotions in control.

Listening to one another is critical to reach an understanding of all perspectives and in order to develop resolution of the conflict. When understanding and resolution are reached, forgiveness will be extended and received.

If resolution is not reached, another meeting will be scheduled ASAP with a Council appointed third party.

The third party prepares by praying and then visiting individually with the person(s) involved. At a group meeting of the three, a source of resolution will be decided by the person(s) involved or refer the issue to the Church Council.

When the Church Council reaches a decision the person(s) involved will agree to abide by the decision or resign from the Staff, Church Council or the Congregation for the sake of unity in the body.

If a Staff, Council, or Congregation member comes to me with a conflict about another, I agree to do the following:

To pray for the situation.

To direct the person(s) to the person(s) with whom the conflict, concern, complaint involved and to implement the Conflict Resolution procedure outlined above.

If the person(s) initiating the procedure requests your presence you may attend the meeting as an observer.

This covenant represents a commitment to live out our mission to be loving and caring members of Peace Lutheran Church and witnesses of Christ. In all things, we want to delight in God's will and be accountable to one another to build up the body in Christ's love.