

St. Andrew's Vestry Covenant

We recognize that Holy Scripture will be the authority governing our behavior and relationships with each other and with the congregation, and acknowledge

Proverbs 3:5-6 Trust in the Lord with all your heart, and lean not on your own understanding; in all your ways acknowledge Him, and He shall direct your paths.

We follow Paul's instruction in 1 Timothy 4:12 concerning our roles as church leaders, being "an example to the believers in speech, life, love, faith, and purity."

We Lead by Serving—Matthew 20:25-28 (NIV)

²⁵ Jesus called them together and said, "You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. ²⁶ Not so with you. Instead, whoever wants to become great among you must be your servant, ²⁷ and whoever wants to be first must be your slave— ²⁸ just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many."

We therefore agree to the following Covenant

TO LOVE ONE ANOTHER BY:

- Creating and nurturing within the vestry a safe and trusting atmosphere in which all members can feel comfortable and confident in expressing their thoughts and opinions.
- Being sensitive to the different styles and personalities of individual vestry members.
- Treat each vestry member with respect.
- Speaking and acting in such a way as to build up and support one another.
- Confronting issues and conflicts without demeaning anyone.
- Recognizing that certain discussions are of a confidential nature, thus maintaining good and wise judgment in respecting confidentiality.

TO SEEK GOD’S WILL BY STRIVING FOR UNITY IN ALL MATTERS THROUGH:

- Joining the entire vestry in submitting matters to prayer, especially prior to voting or decision making.
- Upholding the final decision of the vestry even when I may disagree.
- Always seeking to better understand others.
- Submitting to one another in love.

TO BE AN EXAMPLE TO THE CONGREGATION BY:

- Faithfully attending worship.
- Consistently engaging in the study of Holy Scripture.
- Living out the Christian life through regular, sacrificial giving and making an annual pledge to support the ministry and mission of St. Andrews.
- Being faithful to St. Andrews’ mission and vision statements.

We also recognize that we have certain obligations under the law as the board of a 501c3 nonprofit corporation in the state of Nebraska.

Directors and Officers of a nonprofit organization have fiduciary duties to the organization:

- Duty of Loyalty
- Duty of Care
- Duty to Act Lawfully
- Duty of Good Faith

Fulfilling these duties includes:

- Actively working towards fulfilling our mission.
- Avoiding conflict of interest transactions in which a director of the corporation has a direct or indirect interest and fully disclosing any potential conflicts to the entire vestry for consideration.
- Taking reasonable steps to prevent and respond to potential fraud and embezzlement.
- Ensuring that all of our assets go to our charitable purposes, and that we pay reasonable compensation.
- Operating with transparency .
- Being active and obtaining sufficient information to make informed decisions.
- Making the necessary filings with Government Agencies.