

Norms of Executive Council

A covenant for how we will live
and work together **in the entirety**
of time together.

What are norms?

- Norms may be added, amended or deleted by Council
- Norms are in effect until amended or deleted by Council
- Any member of Council may propose a new norm, to amend a norm, to delete a norm

Confidentiality

- Council members agree to have no conversation outside **Council concerning what individual members have spoken about.**
- Individual members will speak for Council only when delegated by Council to do so
- We respect one another's stories and comments as their own to share outside the room

Types of Meeting

- Plenary: open to members, staff, visitors
- Executive Session: open to members only, plus others specifically invited
- Private Time: Sharing by **the chair and vice-chair**: open to all, unless announced otherwise beforehand

Physical Arrangements

- Council meets at round tables in plenary
- Everyone wears a name tag
- Dress comfortably and appropriately for the occasion

Meetings will include:

- Worship – a balance of Morning Prayer with Bible Study and Holy Eucharist
- All plenary sessions and committee meetings open and close with prayer
- Healthy Meals
- Time for Relaxation: lunchtime and at least one free evening
- Community-building events and board development including anti-racism training and multi-cultural/diversity training

Expectations of Members

- Maintain a collaborative and professional relationship with staff
- Respect call to meeting times when making travel arrangements; stay for entire scheduled meeting (secretary must be notified of exceptions.)
- Listen with respect—**discuss** issues, not personalities
- Prepare for meetings: read, pray, study

Expectations of Members (cont)

- Allow space for participation by all members, including noting and inviting those who have not yet spoken and inviting them to speak – both in plenaries and table talk
- Work to create a safe space where it is OK to disagree, but also where all members feel free to speak without fear of recrimination, retaliation, or public shaming

Expectations of Members (cont)

- Encourage dialogue, not debate. (Use “both/and”, not “yes/but.”)
- Use of Social Media (in process) – we recommend board development on the best practices in Social Media. Until then, we recommend the use of best practices for those Tweeting this meeting
- Be willing to invest the time necessary for clarity as defined by the member(s) requesting more time

Expectations of members (cont)

- Pray for one another both at meetings and throughout the triennium
- Be mindful that we are a body of many languages - support and encourage full participation by all members. This includes speaking slowly for the translators