

Standards of Behavior

To create a culturally proficient, healthy church corporation, the employees at the Presbyterian Center will strive to work in a manner consistent with our shared values and the Standards of Ethical Conduct. We will keep our values before us and integrate them into our daily lives. Guided by the following Standards of Behavior, we will:

JUSTICE

- listen for the voices of people long silenced;
- work with and on behalf of poor, oppressed, and disadvantaged people for justice, freedom, and peace;
- deal justly and equitably with one another and our constituents;
- apply policies and practices in a transparent and consistent manner; and
- develop and implement policies and processes to address racism, sexism, classism, and other related forms of discrimination.

VALUING DIVERSITY

- acknowledge our God-given differences;
- value and celebrate our God-given differences;
- recognize our cultural diversity;
- provide opportunities to express our cultures;
- learn about cultures other than our own; and
- participate in training that addresses racism, sexism, classism, and other related forms of discrimination.

INTERPERSONAL SKILLS

- treat each other with respect;
- affirm each other's dignity;
- practice compassion and courtesy with each other;
- honor our different work styles and personality types;
- relate to one another honestly and fairly; and
- create a collegial environment.

PARTNERSHIP

- create opportunities to work across functional lines;
- encourage collaboration with middle governing bodies, congregations, and other partners;
- incorporate diverse gifts, talents, skills, and perspectives in the planning and implementation of our work.

COMMUNICATION

- develop skills for intercultural communication;
- practice respectful communication that values each person;
- foster clear and honest communication; and
- create and maintain open, accessible, and multidirectional systems of communication.

LEARNING ENVIRONMENT

- increase and deepen knowledge and gain new skills;
- develop and improve existing skills;
- treat mistakes first as opportunities for growth and learning;
- encourage innovation and creativity; and
- nurture initiative and risk-taking.

CONFLICT RESOLUTION AND MANAGEMENT

- foster healthy relationships with one another;
- pursue equitable resolutions to conflict;
- seek to mend broken relationships as soon as possible;
- develop and encourage the use of informal processes for discussing concerns; and
- utilize formal processes for conflict management, as needed.

SPIRITUALITY

- develop our spiritual well-being through prayer, worship, and other appropriate expressions; and
- respect the diversity of individual beliefs and faith traditions.

WHOLENESS

- recognize that we are whole human beings with multifaceted lives;
- nurture a healthy balance in our lives; and
- maintain appropriate intrapersonal and interpersonal boundaries.

ACCOUNTABILITY

- work with integrity and professionalism to fulfill our commitments to the ministry of the PC(USA);
- establish and communicate clear goals that help us understand how our work fits into the overall picture of the ministry;
- identify clear, reasonable performance expectations in cooperation with supervisors;
- assess performance and adjust expectations as needed; and
- celebrate our accomplishments together.