



Leadership Covenant

Andover Newton Theological School celebrates a distinguished history in the preparation of men and women for transformative leadership in the church. This celebration would not be possible without the dedication of an outstanding faculty, staff and alumni/ae. We also recognize that since our founding the Board of Trustees has provided the missional, strategic and fiduciary leadership upon which these collective efforts have been based.

So it is that the school's president and chairperson of the Board of Trustees fulfill critical roles in the life of our school. These positions have unique perspectives and roles, but they share a common responsibility. The individuals who hold these positions must model servant leadership, practice good communication, and enable the work of others to blossom. Andover Newton has many leaders and the School seeks to recognize and empower them all. But in countless ways, spoken and unspoken, the ethos and direction of the school ultimately rests upon the shoulders of the president and the Board chair.

Because of this responsibility, we, the current holders of these positions, do promise and covenant with each other to

- Remain ever focused on the mission of Andover Newton and nurture progress toward its attainment regardless of personal preference, position or convenience;
- Sustain a life of faith and personal habit that is worthy of the responsibility we each carry;
- Establish a level of communication with each other and our respective constituencies that ensures full and timely information for decision making;
- Respect and enable each other's roles and responsibilities such that we can excel in our work, provide exemplary models of shared leadership, and model professional/personal life balance;
- Loyally support one another publicly and privately, avoiding attempts to undermine or weaken the other by fostering divisiveness;
- Always speak frankly, supply necessary information, and maintain a level of confidentiality that makes this possible;
- Annually review our working relationship and make whatever adjustments as will ensure constant improvement in our performance;
- Have fun and find time to relax together.

The President covenants with the Chairperson to

- Provide accurate and timely briefings on the state of the school, with particular emphasis on financial, personnel and strategic issues;

- Ensure that the Chairperson is always prepared and fully briefed for all Board and Committee meetings;
- Advise and consult, whenever possible, with the Chairperson before significant financial, legal or strategic decisions are made. Should circumstance prevent this, always brief the Chairperson as soon as possible thereafter (the “*Rule of No Surprises*”);
- Be accessible and responsive to all communications from the Chairperson;
- Work with the Chairperson and other Board members to develop an outstanding Board of Trustees who are capable of and committed to the attainment of the school’s strategic and financial goals;
- Provide opportunities for the Chairperson to advance his/her understanding of theological education and the subjects that come before the board for decision-making;
- Through the school’s faculty and staff, enable actions of the Chairperson, Executive Committee or other Board directions to come to fruition.

The Chairperson covenants with the President to

- Recruit, train and lead (with the President and other trustees) an outstanding group of Trustees who are capable of and committed to achieving the school’s strategic and financial goals;
- Offer effective leadership for all board and committee meetings such that participants feel their time and talents are well used and the President receives clear direction to do his/her job well;
- Provide support and personal counsel to the President for strategic and practical planning;
- Be readily accessible and responsive to the President, being ever-sensitive to the time-bound nature of decision-making;
- Establish and communicate to the trustees the financial giving goals of the Board and personally solicit Trustees as may be necessary to ensure the goals of the Board are met;
- Represent the school at public events and accompany the President, as appropriate, to key meetings with decision-makers and potential donors;
- Stay informed, engaged, and ever-expanding in knowledge of theological education and matters related to the school’s governance.

Signed

President

Date

Chairperson

Date