

EXECUTIVE TEAM COVENANT
2024—2025

We, the members of the Executive Team of Westmont College, will strive – both as individuals and as a leadership group – to emulate the character of Christ. Because Christ is pre-eminent in all things and because we’re called to love God and love our neighbor, we will work to model the practices included in Westmont’s Community Life Statement and to shape a college culture characterized by integrity, care and respect.

Because creating and maintaining strong relationships within the Team are essential to our achieving the college’s mission, five distinctives, and strategic goals, we commit to:

1. ***Establishing a foundation of trust within the group.***
 - We agree to share openly with the group: full disclosure, no surprises, bad news first.
 - We agree to be vulnerable within the group: forthcoming and genuine regarding our strengths and challenges, with the knowledge that the group will be protective of the information that has been shared and of the person who has shared it.
 - We agree to give each other the benefit of the doubt: in circumstances where issues have been raised about another member’s area of responsibility, allowing that member an opportunity to review the situation and respond to the group.
2. ***Engaging in genuine and direct conversation.***
 - We agree to come prepared to meetings; to take an active role in making them compelling; to ensure that the most important issues are placed on the table for resolution; and to express opinions constructively and with grace.
 - We agree to raise and discuss difficult topics rather than have veiled discussions with guarded comments; to honestly assess the state of the college; and to share opinions and perspectives that are different than those already expressed.
 - We agree that our division interests (including turf and budget) will be held secondary to college interests.
3. ***Committing ourselves to the Team and its decisions.***
 - We agree that our first and primary staff loyalty will be to the Executive Team.
 - We agree to end meetings with specific resolutions and calls to action, whenever appropriate.
 - We agree to be discreet in what we say to others about Team meetings; to publicly and privately support Team decisions and to work tirelessly to achieve them.
4. ***Supporting one another both professionally and personally.***
 - We agree to interact with one another in a spirit of love, respect, grace and humility.
 - We agree to show interest in what each other is working on; to encourage others in their work; and, where we are able, to help others achieve their/our goals.
 - We agree to be interested in, care about, and pray for each other’s personal life and family.

5. ***Holding one another accountable.***

- We agree to honestly assess the results of our work.
- We agree to willingly receive questions from other Team members regarding attitudes or actions that may be counterproductive to the good of the Team and its commitments.
- We agree to identify and overcome actions inconsistent with our Executive Team Covenant.
- We agree to quickly and genuinely apologize to one another when we say or do something inappropriate or possibly damaging to the team.

6. ***Thanking God and celebrating his faithful work among us.***

- We agree to recognize God's hand in our work and celebrate successes in order to maintain high morale both within our areas and in the Executive Team.