

APPENDIX C

The Behavioral Covenant of Addison United Church



GUIDELINES FOR HONORING DIFFERENCES

We will listen to each other in order to build understanding:

Compassionately; without judgment, with empathy and in an active way. In an active way means asking for clarification and reflecting back what we've heard while letting the others know that we're paying attention to them by using positive body language

We will share with each other:

With integrity, using specific language and avoiding generalization; articulating our truth clearly; speaking at a volume that can be heard; waiting to speak until the other person is finished; honestly; with humor when appropriately and from our own experience while refraining from speaking on behalf of others

When we disagree, we will:

Have a conversation and share directly with the people with whom we have concerns using the sharing and listening guidelines of this covenant; separate the issue from people; try direct communication and if that does not work go to a

trusted person; make use of available Regional conflict resources if the first two steps do not work; always assume the best of intentions; remember our common goals; look for common ground; agree to disagree when necessary and work towards resolution instead of victory

When we are striving to make a decision together, we will:

Take time to pray; work toward consensus (a decision that the whole group can live with); be willing to allow the time necessary to build consensus; be participatory by ensuring that the voices that need to be at the table are at the table and participate and communicate with those people who are affected or impacted by the decision; be informed (come to meetings ready for discussion by reading pre meeting materials if available and talking to others if required pre meeting); be transparent by communicating decisions and processes; trust committees to do their ministry and take ownership of the decisions, act on it and move on

When we feel that someone is not living up to the promises of the covenant we will:

Use the conflict steps above; share our truth honestly and gently and assume the best intentions and remember that the person is likely not doing it intentionally

Reaffirmed for use by the Addison United Church Council on January 27th, 2019 at all church meetings or activities

Addison United Council

January 27, 2019

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