

Eagle Ridge United Church

Behavioural Covenant

Adoption Date:

Modification Date: May 16, 2017

POLICY:

All members of the congregation are encouraged to participate in the following behavioural covenant which is aimed at providing a safe and loving framework for maintaining healthy relationships in the Eagle Ridge community. Those who serve as members of the Session and the Official Board are required to sign and adhere to the behavioural covenant, including the additional commitments at the end of the covenant, throughout their term in office.

**As a part of the congregation of Christ's disciples
known as Eagle Ridge United Church, I covenant to:**

- keep God at the centre of all I say and do;
- seek to create a positive and unifying atmosphere in the life of the congregation;
- provide a safe environment for worship, work, and study for all members and adherents of the congregation;
- speak only for myself, and not on behalf of an anonymous “other”;
- allow for, and encourage full and equitable participation of all people in the congregation;
- listen carefully without interruption;
- listen with an open, non-judgmental mind to the words and ideas of others;
- focus on finding solutions to problems, rather than questioning another's character, faith, or motives;
- welcome an exchange of ideas, even those that seem to be in conflict;
- refrain from intimidating others with my words or body language;
- sincerely and gently say what I think and feel;
- speak directly to one who has hurt or offended me, with the sincere hope of sharing the peace of Christ. If I believe that it is unwise to do so, I will inform the Minister, for their aid in resolution. I will refrain from bringing parties, other than these, into the discussion;
- encourage others to communicate directly with those who have offended or hurt them. If I believe that it is unwise that they do so, I will direct them to inform the Minister for their aid in resolution. I will refrain from bringing other parties into the discussion. In the event that a Minister is the person with whom there is conflict, the Ministry and Personnel Committee will be group to approach if whoever is in conflict feels it unwise to address the problem directly with them;
- honour decisions of the Church and the leadership of the Session, Official Board, Westminster Presbytery, BC Conference, and the General Council, by either supporting or respectfully disagreeing with them;

- show interest in the other's well-being through genuine inquiry and acts of loving kindness, and
- acknowledge that any ministry of which I am a part is a part of the whole ministry of this congregation and that I am accountable for it to the Session and/or Official Board.

If I accept leadership responsibilities as a member of Session or the Official Board, I further covenant to:

- demonstrate my Christian leadership and commitment to Christ's church by my example;
- worship at least twice monthly with the congregation of Eagle Ridge United Church;
- support the congregation's minister(s) and staff, so their efforts can be most productive;
- work to discover what is best for our congregation as a whole, not what might be best for me, or for some small group in the church;
- publicly support the final decision of the leadership group of which I am a part, whether it reflects my view or not; and
- make attendance at the meetings of the leadership group a high priority.

I commit to respectfully and lovingly holding myself and others in the congregation to account when we do not keep covenant with each other, with the wider church, or with God.

I recognize that the Session and/or the Official Board have the responsibility to hold me accountable to this covenant. If I break covenant with this congregation, I accept that the Session can place upon me such discipline as it believes necessary (Basis of Union 5.10.1(2)).

Signature

Date