

Appendix: Example of a Communication Covenant

With the understanding that we are to speak to one another in ways that build up the body of Christ, I/we commit to:

1. Honoring God in all my communications by respecting others as image-bearers of Jesus Christ.
2. Accepting responsibility for establishing and maintaining interpersonal communications that build up and bless fellow office-bearers, staff, and members of the congregation.
3. Communicating with others in a way that affirms and encourages them in their roles.
4. Speaking directly to others rather than about others, using both truth and grace in my speech when there are challenging issues to address.
5. Defusing gossip by informing those who attempt to talk about other people that I will not listen, and by directing them to speak to the person with whom they are concerned.
6. Refusing to engage in a posture of complaint, and accepting my responsibility to help create solutions to problems.
7. Listening to understand rather than score points.
8. Following the process outlined in Matthew 18 when I have complaints against another.
9. Responding thoughtfully and gently when others express concerns and opinions with which I may not agree.
10. Taking responsibility to recommit myself to these commitments when disagreements arise, acknowledging that faithfulness to these commitments requires effort and diligence even in the best of times.
11. Being available and open to words from others who speak out when I violate these commitments.

Signature(s)

Date