

## Social Covenant

How we will treat each other

We will treat each other with dignity, integrity, respect, love, grace, patience, accountability, and humility. See 1 Peter 5:5, Ephesians 4

Attendance: Give priority to arriving on time to meetings. Message the group facilitator when going to be absent or late.

Growth mindset: Follow through on commitments so that I can grow into a person others can trust. I purpose to finish well and resist any urge to seek shortcuts or quit. I will be teachable and take ownership of my personal growth and development.

In order to reinforce the way we treat one another, we will encourage one another when we see them upholding the covenant. "See something, Say something."

Share with others

To reinforce what I am learning and to invest in others, I commit to select two people with whom I will share the big idea of the session's lesson or one thing that I learned. I will do this before the next session."

What we will do when someone violates the agreement

Pre-forgiveness. Before approaching the person, we will have pre-forgiveness in our heart, not counting any wrong toward the person.

Kindness and timeliness. When the time is right, go to them in love (kindness.) Your first concern is the relationship, not the other person being wrong.

Humility. Approach with humility considering that you may be a part of the problem as well.

Truth. Speak with 100% truth, addressing the violation with complete communication of the situation.

6-Step Apology. Use the six-step apology to reconcile the situation.

- State the offense. "I did it..."
- Admit you were wrong. "I was wrong."
- Apologize. "I am sorry."
- Ask if they can forgive you. "Will you, or when you can, forgive me?"
- Ask for accountability. "I give you permission to hold me accountable."
- Ask for anything else that may be there. "Is there anything else?"

We are committed to talk with someone, not about them. We will be confidential with each other's testimonies and uphold everyone with respect as we journey together.

We will abide by the principles of Matthew 18:15-17 if someone doesn't abide by the covenant for continued grievances. It says, "If your brother or sister sins, go and point out their fault, just between the two of you. If they listen to you, you have won them over. But if they will not listen, take one or two others along, so that 'every matter may be established by the testimony of two or three witnesses.' If they still refuse to listen, tell it to the church; and if they refuse to listen even to the church, treat them as you would a pagan or a tax collector."

By joining this group, I am covenanting and committing to abide by and be held accountable to the behaviors that we as a group believe demonstrate the type of culture and community that will foster the best personal and professional development and success.