**Communications Covenant**

1. If you have a problem with me, come to me (privately).
2. If I have a problem with you, I will come to you (privately).
3. If someone has a problem with me and comes to you, send them to me. (I’ll do the same for you.)
4. If someone consistently will not come to me, say, “Let’s go to (insert name) together. I am sure she will see us about this.” (I will do the same for you.)
5. Be careful how you interpret me. I’d rather do that. On matters that are unclear, do not feel pressured to interpret my feelings or thoughts. It is easy to misinterpret intentions.
6. I will be careful how I interpret you.
7. If it’s confidential, don’t tell.If you or anyone comes to me in confidence, I won’t tell unless a) the person is going to harm himself/herself, b) the person is going to physically harm someone else, c) a child has been physically or sexually abused. I expect the same from you.
8. I do not read unsigned letters or notes.
9. I do not manipulate; I will not be manipulated; do not let others manipulate you. Do not let others manipulate me through you. I will not preach “at you.” I will leave conviction to the Holy Spirit (she does it better anyway!)
10. When in doubt, just say it. The only dumb questions are those that don’t get asked. Our relationships with one another, at the end of the day, are the most important things so if you have a concern, pray, and then (if led) speak up. If I can answer it without misrepresenting something, someone, or breaking a confidence, I will.

The Communications Covenant, was originally called The Ten Rules for Respect and created by the Rt. Rev. Greg Rickel, former Bishop of Olympia.

This second Covenant was created by the Rev. Anna Horen and the Vestry of St. Martin in the Fields Aurora

The below Covenant Reminder is the 2nd item on the vestry agenda, following the opening prayer. It’s read by a different vestry member each month.

**To love one another by:**

* Creating and nurturing a safe and trusting atmosphere within the vestry in which all members can feel comfortable and confident in expressing their thoughts and opinions.
* Being sensitive to the different communication styles and personalities of individual vestry members.
* Inviting all vestry members to express their thoughts and opinions.
* Being willing to voice your thoughts and opinions and give time for reflection if needed.
* Coming to meetings prepared – pray, read the agenda, reports, and minutes from the last meeting.