

“MAINTAIN THE SPIRIT OF UNITY IN THE BOND OF PEACE”

A BEHAVIORAL COVENANT

First Congregational United Church of Christ, Asheville, NC

Ephesians 4:1-3: I beg you to lead a life worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the spirit of unity in the bond of peace.

Believing that perfect love casts out fear, we ask for God’s guidance as we seek to fulfill our calling and our mission by adhering to these agreements, whether communicating in person or in writing.

1. We will respect each person’s participation, contribution, life experience, background, and perspective as we relate to one another.
2. We will honor the integrity of others with compassion, in the love and spirit of Christ.
3. We will practice active listening with open minds and hearts to the views and concerns of others and respond with thoughtfulness and sensitivity.
4. We will speak for ourselves only and not attempt to express the views of others.
5. We will communicate directly and respectfully with any person with whom we disagree (Matt. 18:15).
6. In order to reach clarity or mutual understanding, we will seek resolutions on issues and, if need be, we may invite another trusted person to assist in seeking a path forward.
7. We will go directly to the leader, committee, ministry team, or board that has responsibility for our concerns.
8. If a concern pertains to a member of the staff, and cannot be resolved directly with that person, the parties covenant to follow the process found in FCUCC’s Personnel Policies, Sections 8.3 through 8.5 (see the FCUCC website for details).
9. We will refrain from using group emails or social media to air our concerns.
10. We will speak up if we see a need that should be addressed and will follow these standards and FCUCC’s Bylaws and applicable Policies and Procedures to benefit the needs of the congregation.

By agreeing to these guidelines and following our Policies, we will embody love and be more authentically the Body of Christ.

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FCUCC Executive Board  
February 24, 2024