



Vermont Conference United Church of Christ

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Covenant for Dialog

We covenant with one another to sustain a congregational culture in which we will communicate with integrity and mutual respect, and in which our creative energy—both individual and collective—will be free to flourish.

To uphold this culture, we commit to the following practices:

- **Active Listening:** We will repeat in our own words what another person has said to confirm our understanding, and we will ask others to do the same if we feel misunderstood.
- **Direct Communication:** We will communicate directly with each other using "I" statements.
- **Clarity and Sincerity:** We will strive to make our meaning clear, saying what we mean and meaning what we say.
- **Constructive Engagement:** We will identify the merit in another person's idea or suggestion before identifying its deficiencies.
- **Mutual Inquiry:** We will be willing to inquire into the reasons and reasoning of others, and we welcome inquiry into our own.
- **Understanding Over Agreement:** We will listen to understand, acknowledging that we do not necessarily have to agree.
- **Integrity of Speech:** We will not say anything outside of a meeting that we are unwilling to say inside the meeting