

To our Congregation members:

Our Joy thru Peace Focus Groups worked on the following top issues for Problem solving that were found to be priorities from the survey. The following are Covenants drafted from the work of the Focus groups.

**On Communication:**

1) We covenant to communicate directly to one another and to our Council leaders and Pastor. To avoid negative triangulation, parking lot conversations and gossip whenever possible and point people to the positive ways of communicating effectively in our congregation.

**On Conflict:**

We covenant to address conflicts between each other "Head on". That is we go to the individual or individuals we are having a conflict with **first** and use the methods that have been created to help resolve the issue of conflict.

**On Volunteerism:**

We covenant to recognize & appreciate our volunteers and to mentor our council chairs and create relationships with other volunteers. To pray for all the volunteers of the church and whenever possible, volunteer ourselves considering Gods will and not just our own.