**General Assembly Unitarian and Free Christian Churches**

**Executive Committee Behavioral Covenant**

*To help ensure the best possible strategic leadership and governance for the GA and so that we can work together effectively in EC meetings, we recognize that***……..**

**As individuals, we must:**

* Do our best to participate fully, and remain focused on the matters being discussed.
* Open our minds to the potential of new and better ideas arising from the group process.
* Share all information relevant to EC decisions as openly as possible among the EC members
* Seek to influence by weight of argument rather than emotional power, challenging the ideas not the person.
* Where there is disagreement amongst us, assume that each participant is motivated by good intent and always respect different views, knowledge & opinions
* Collaborate not compete with each other.

**As a committee, we must:**

* Work together in an atmosphere of mutual trust, respect, openness and honesty, unencumbered by prejudice and preconception.
* Maintain a sense of the urgency and consequence of our work
* Balance the importance of agreement with the necessity of timely decisions and action.
* Specify which matters under discussion are to be held in confidence
* Acknowledge and manage conflicts of interest whether arising from conflicting roles or from potential personal gain
* Seek and utilize the best expertise available
* Address conflict between individuals directly,
* Include the texture of the discussion and range of views in the reports of our meetings
* Be prepared to make unpopular decisions in the best interest of the General Assembly
* Remain aware and respectful of the cultural differences throughout our movement and the importance of the goodwill and enthusiasm of volunteers.

**Outside of EC meetings**, **we must:**

* Support the implementation of EC decisions and initiatives through our actions and words
* When speaking of EC decisions or other matters publicly, do so with respect for the people and the process by which decisions were made and do not attribute particular views to individuals

*This Covenant was agreed by the Executive Committee on* ……………..