



Being “All In” at Lightpoint Church we establish this Social Covenant and agree that when we are together we will

- Treat each other with Respect, Honesty, Encouragement, Kindness, Friendship, Forgiveness, Dignity, Patience, Mercy, Trust, Empathy, Tact, Love, Value, Grace, Truth, Integrity, Confidentiality, will not gossip and will not listen to gossip!
- In addition, we will be Non-judgmental, Accountable, Flexible, Courteous, Committed, Productive, Ethical, Open, Slow to Anger, Supportive, Transparent, Clear, and Truthful.

If we talk to another individual (who is not part of the problem or the solution) about something concerning a third-party, we have 48 hours to bring that conversation to the attention of the third-party.

The effectiveness of this Social Covenant rests on the extent to which everyone works toward its desired end. All individuals must be willing to be held accountable for themselves. Individuals must be willing to hold each other accountable as well.

*** Assuming we agree on how to treat each other, what should we do if one of us does not follow the behavior we agreed upon?**

1. Assess the situation and go to the person one-on-one.

The steps to take when you go to someone are the following:

- a. Go in Love (Kindness) - I care more about you than what you think of me
- b. Go in Humility - I could be wrong
- c. With Pre-Forgiveness - worked out internally before meeting
- d. With 100% Truth - just the facts on that situation

We agree to go to the other person with good intentions and desire to understand them.

2. Next step: If the situation is not resolved, then we will bring in two or three others who will be a witness to the words that are spoken.
3. Next Step: If the solution is not resolved, we mutually agree to bring it to the Team.
4. If no resolution takes place, then we agree to some sort of separation. It is our intent that every issue will be resolved by step one and no further action will be needed.

***We Recognize we are imperfect. If we fail to live up to the agreement, we will take the initiative to apply the Six Step Apology:**

1. Acknowledge what we did by stating the offense. (“I did ‘it’”)
2. Admit that we are wrong. (“I was wrong”)
3. Say that we are sorry. (“I am sorry”)
4. Ask: “Will you forgive me or if, and when you can, will you forgive me?” wait for an answer.
5. Ask the person or group: “Will you hold me accountable? I give you permission to hold me accountable from now on.”
6. Ask: “Is there anything else?”

By signing this covenant, we are committing to abide by and be held accountable to the behaviors that we as a team believe demonstrate the type of culture and environment that will foster the best personal and professional development and success.
