

Sacred Waters Council Covenant

Our Commitment to One Another

As members of the Sacred Waters Council, we understand that we have been entrusted with more than governance responsibilities. We have been invited into a shared ministry of stewardship, discernment, relationship, and care.

We recognize that the health of the Council depends not only on the decisions we make, but on how we make them and how we care for one another along the way.

In accepting service on the Sacred Waters Council, we covenant to:

Be Guided by the Mission

- Place the mission and values of Sacred Waters above personal preferences or individual agendas.
- Seek the long-term flourishing of Sacred Waters, its staff, its partners, and the communities it serves.
- Hold our decisions in the context of Sacred Waters' interspiritual and community-centered purpose.

Practice Faithful Presence

- Show up fully prepared and engaged.
- Attend Council meetings consistently.
- Be present with one another, Sacred Waters leadership, staff, and community members.
- Recognize that our presence is itself a form of leadership.

Listen with Humility

- Listen generously before responding.
- Seek first to understand perspectives different from our own.
- Welcome diverse experiences, cultures, and spiritual traditions.
- Assume positive intent while remaining open to learning.

Speak with Courage and Compassion

- Speak honestly and respectfully.
- Share concerns directly rather than indirectly.

- Offer differing perspectives in ways that strengthen rather than diminish relationships.
- Address difficult issues with kindness, clarity, and integrity.

Practice Shared Discernment

- Enter decision-making with curiosity rather than certainty.
- Trust that wisdom emerges through collective discernment.
- Support consensus whenever possible.
- Be willing to say, "I can live with this," even when a decision is not our first choice.
- Recognize when additional reflection or discernment is needed.

Care for Relationships

- Value relationships as highly as outcomes.
- Work to repair misunderstandings and conflict rather than avoid them.
- Extend grace when mistakes occur.
- Celebrate one another's gifts and contributions.

Steward Resources Responsibly

- Exercise thoughtful stewardship of Sacred Waters' financial, physical, and human resources.
- Support the organization's long-term sustainability.
- Contribute our time, talents, relationships, and financial resources according to our abilities.

Honor Confidentiality

- Respect confidential discussions and sensitive information entrusted to the Council.
- Exercise discretion while also supporting transparency whenever appropriate.
- Build trust through integrity and accountability.

Continue Growing

- Remain open to new ideas and perspectives.
- Commit to ongoing learning about governance, leadership, spirituality, and community.
- Welcome feedback as an opportunity for growth.

Be Ambassadors for Sacred Waters

- Represent Sacred Waters with integrity and generosity.
- Build bridges between Sacred Waters, the Diocese, partner organizations, and the wider community.

- Help others understand and experience Sacred Waters' mission.

Living Into This Covenant

We recognize that no one will live this covenant perfectly.

When we fall short, we commit to returning to one another with honesty, humility, and forgiveness, and with a shared desire to repair our relationships. We believe that conflict, approached with care and mutual accountability, can deepen trust and strengthen our shared work.

Together, we seek to cultivate a Council marked by wisdom, compassion, accountability, courage, and joy in service to the mission of Sacred Waters.

By accepting appointment to the Sacred Waters Council, we affirm our commitment to uphold this covenant and to serve with integrity, humility, and hope.