



# ***Covenant of Cooperation***



## **for Community Members**

As a Member of our Community, I hereby pledge to:

### **1. Build a Spirit of Cooperation among our Community**

- Work for the Greater Good: “All for One, One for All”
- From Chaos Seek Unity, From Discord Find Harmony
- Tolerate No Divisiveness, No Polarization, No Back-Biting

### **2. Engage & Embrace all Members with Respect**

- Respect Everyone’s Need for Solitude, Peace, and Tranquility
- Respect and Listen to those with a Different View
- Seek Always to Bring Out the Best in Others

### **3. Build Relationships based on Trust, Integrity, & Ethics**

- Speak only the Truth, Otherwise be Silent
- Give People the Benefit of the Doubt
- When wrong, Acknowledge, Apologize, then take Corrective Action

### **4. Speak Only the Language of Cooperation:**

- Seek Solutions, Not Blame
- Neither Speak nor Spread any Gossip
- Forgive those who Apologize for their Transgressions

### **5. Disagree without being Disagreeable**

- Be Critical without Criticizing; Be Respectful of others.
- Never Threaten, Attack Issues but not People
- Do whatever Can Be Done, and Gracefully Accept what Can't

### **6. Bring a Spirit of Joy to All**

- Dwell Not in Negativity
- Complain Not about Petty Things
- Receive Everyone with a Cheerful Face and Open Arms

### **7. Keep a Positive and Caring Attitude**

- Listen with Empathy and Compassion
- Hold our Responsibilities as Dearly as our Rights
- Respect the Minority’s Needs, even though the Majority Rules

### **8. Live by the Spirit, not just the Letter, of the By-Laws**

- Live with the Intention of Peace & Harmony
- Live to Create Advantage for Everyone, not to take advantage just for yourself
- Respect the Law for the Guidance it gives, not for loopholes that may create an advantage for one over others

**CREATING COLLABORATIVE CULTURE**

