

Core Staff Covenant

We acknowledge that together we are living and working through a time of transition and change and cannot know exactly what the future of FMSB will be like. We hope to navigate this transition in the spirit of openness – in the mystery there are unknown possibilities. We recognize that creativity and flexibility will serve us well in this time of change. At times we hope to be playful in trying out new ideas. We give each other permission to take creative risks, knowing that not all of our ideas will work out.

We acknowledge that we are all unique persons with particular gifts and talents, limitations, and ways of working. We commit to learning about each other and celebrating our differences. We will support each other in our different working styles. We further acknowledge that we all have areas of expertise and will defer to each other rather than all trying to be generalists in every situation.

We promise to bring our best selves to our work together. We will strive to be kind and respectful to each other. We will be honest and speak directly to each other, even when it is hard to do that. We will stay in relationship. We will ask each other for help and support when we need it.

We recognize that there will be times when we fall short of these ideals. We will be accountable to each other, and forgiving of each other.