



On behalf of the ReconcilingWorks Board of Directors we want to thank you for your commitment to the holy ministry of welcome, inclusion, and celebration of people of all sexual orientation, gender identities, and gender expressions in the Lutheran church. ReconcilingWorks is experiencing a season of abundance in our programming, in our level of engagement from all three expressions of the church, and in our requests for accompaniment. As we commit to live with joy and consistency in this abundance, the Board is working to deepen and expand how volunteers represent the organization in the world.

Volunteer Covenant

Remembering God has named us each as Beloved and treating others in a way that reflects this, we are intentional and thoughtful with our language, we ask for consent when touching other people (handshake, hug, pat on the back), we work to be culturally competent to the best of our ability, and we make sure we are not assuming cultural norms for groups of people.

We are respectful of others' time and needs in conversation; each of us come to the table with a different experience of what it means to be LGBTQIA+ or how we love and support LGBTQIA+ people, and we need to be aware of that sacred relationship being shared.

We engage with hospitable curiosity by asking questions that will mutually build the relationship, not assuming we know the answer without asking, and we give others the benefit of the doubt that they are working from a place of best intentions.

We will be prepared for meetings and gatherings by reading materials that are provided, arriving on time, and being as engaged as our bodies allow.

We understand that we represent ReconcilingWorks and its programs and are mindful that authority of decisions regarding the organization and its programs belongs to the national office staff and the Board of Directors.

We rejoice in this work together!

Volunteer Accountability

When expectations set forth in the covenant are not upheld, it will be addressed in a timely manner.

Volunteers are expected to help support one another in holding to the Volunteer Covenant. If it feels appropriate, safe, and needed, peer to peer feedback can be given using the model of “When you _____, I feel _____, so I need _____.”

When peer to peer accountability does not feel appropriate or adequate, a staff member will reach out and gracefully engage to address the issue.

If there is an unwillingness on the part of a volunteer to change their behavior or actions to match the expectations set forth in this covenant, they may be barred from representing the organization.

ReconcilingWorks, through the support and leadership of volunteers, will continue to be a leader in the ELCA for the welcome, inclusion, and celebration for LGBTQIA+ people and their loved ones. ReconcilingWorks is only as strong as its volunteers and those who represent the organization in the world, and we are grateful for you.

Thank you for generously giving your time, energy, leadership, and support to this holy ministry.

Executive Director Signature: _____ Date: _____

Volunteer Signature: _____ Date: _____