

Group Covenant

Read aloud and signed in the first meeting of any group.

A covenant is not a rulebook. It is the group agreeing, out loud and in advance, what kind of room this will be — so that when something hard is finally said, no one has to wonder whether it was safe to say it.

Read this together in your first meeting. Do not hand it out. Read it aloud, one line each, and then sign it. The reading is the point — a covenant nobody spoke is a form.

OUR COMMITMENTS

We tell the truth.

Not everything, and not on demand. But what we do say, we say honestly. This group is worth more than the version of ourselves we perform elsewhere.

We protect confidentiality.

What is said here stays here. The one exception: if someone is in danger, we act — and we will tell you we are doing it. Secrecy and safety are not the same thing.

We listen before we fix.

The urge to solve is usually about our own discomfort. We sit with what someone says before we reach for what they should do.

We show up consistently.

Trust is built by repetition, not intensity. Being here matters more than being impressive when we are here.

We participate with honesty.

Passing is allowed. Performing is not. “I don’t want to talk about that” is a full and welcome answer.

We honor one another’s stories.

What we hear is not ours to retell, interpret, or use. We hold it the way we would want ours held.

REMEMBER THIS

Safety is not the absence of discomfort. This group will sometimes be uncomfortable. The covenant does not promise ease — it promises that discomfort will not be used against you.

SIGNED

Every member signs, including the leader. A covenant the leader is exempt from is a policy, not a covenant.

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