Relational Commitment
Policy and Procedure

Representation: I commit to representing the PCOs in my district and sub-district. I commit to giving a voice back to "we the people."

Speak Direct: I commit to speaking directly with the person with whom we have a concern, conflict, or frustration.

Good Faith Negotiations: I commit to negotiating in good faith.

One Voice: I commit to representing the Voice of the board, the Voice of the vote. I recognize that sharing my individual opinions after a vote is non-productive.

Impasse: I commit to handling my differences quickly and efficiently. First, I will make a motion for a decision, and the simple majority will decide. If I need an impasse broker for a non-voteable decision, I will negotiate with the other party to assign a neutral in choosing between the options.

Essentials and Non-Essentials: I acknowledge "essentials" are so crucial that they are worth fighting for to achieve the desired outcome. I believe non-essentials are negotiable. I commit to recognizing the difference between a non-essential (preference) and an essential (mandate). For example, The US Constitution is Essential. The type of food at an event is non-essential.

Participation: I will actively participate in meetings, brainstorming, and debate. I will engage in robust dialogue so that the best ideas surface.

Focus On the Problem, Not the Person: I commit to focusing the debate on problems and not a person or individual. I commit to charitable judgment and not to demonize others.

Execute Responsibilities: I commit to accomplishing tasks that I have agreed to in a timely and efficient matter. If I cannot achieve those tasks, I will communicate with the team or board as soon as possible.

Non-offendable: I am not a victim, and I commit to not being easily offended. If or when I am offended, I will communicate directly with the person who offended me.

Communication: I commit to communicating roadblocks and successes with the board and the PCOs.

Team: I commit to working as a team and not as a lone ranger.

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Signature   Date