



St. Mary's Pledge



As members of St. Mary's Church and Community:

We commit to respect the dignity of every human being

We are not afraid to practice what we preach. We strive to choose to make peace and spread the way of love. Knowing we will stumble, we pledge to seek each others' counsel, support and forgiveness. We endeavor to have hope and we pledge to undertake these regular practices to sustain this beloved community.

We listen to each other

We listen to each other's stories, we reflect back what we hear. We make an effort to be curious about one another. We take the risk to tell our own stories. We respect others' time, and we make time for one another as we are able. We listen to leaders. When we disagree, we engage the process available to us.

We practice kindness

We affirm the goodness in one another and we remember our own goodness. We welcome all who come through our doors with hospitality: a place to sit, a cup of water.

We respond to requests for forms of assistance with generosity as we are able. We regularly offer referrals to social services, medical clinics, support groups, food pantries and meals, showers and laundry; we also provide prayer, a listening ear, accompaniment to appointments, and a sense of belonging in community. We are clear when we are not able personally to offer assistance, and we recommend and/or find others who have more capacity. We support those seeking help without assuming that we know what is best for them.

We encourage and protect sobriety. The sale or consumption of illegal drugs is not permitted at St. Mary's. The sale or consumption of alcohol is prohibited except for special events.

We strive for clarity of expectations and processes in our community to reduce confusion or rumor. We support each other with respect, including when a time out is needed. When people choose or need to separate, we welcome their return and recommit to these practices.

We pledge non-violence

We do not engage in physical conflict in this place. If we step on someone's toes, we apologize. Intentional acts of aggression that include threats of violence, physical violence, and/or hate speech will result in being asked to leave immediately and to take a time out from the community. We attempt to moderate our language and avoid profanity; we know that it is offensive and upsetting for some members of our community.

We affirm the Policy of the Diocese of New York on sexual harassment: "Offensive sexually-oriented conduct is behavior that has some sexual content, that is unwelcome, and that would be personally offensive to a reasonable person," including, but not limited to verbal remarks, persistent flirtations/propositions, unwanted touching, sexually explicit images or behavior.

We are accountable for the safety and security of our community, particularly for those who live here (Intentional Community, RDJ Shelter Guests and Volunteers, Rector's family). We take responsibility for securing the buildings and belongings of our community including guests, and we do not take things that do not belong to us.

We acknowledge differences; we strive not to judge others, we do not talk about others behind their back. We make an effort to resolve conflicts and resentments; we seek to learn and grow in understanding one another. We pledge to ask for help and to be open to learning.

We value our own uniqueness; we strive not to judge ourselves. We honor our feelings and take responsibility to care for our bodies, minds and spirits. We seek to learn and grow in understanding ourselves. We try to remember that we need, deserve and can receive support.

We strive for peace and justice

We make effort to engage one another with fairness and compassion in the context of an unjust world. Staff will participate in regular education about the impact of injustice on interpersonal, institutional and cultural dynamics, and we encourage ongoing conversations in every group in our community.

We look for opportunities to amend historic inequities, and to recover from the harmful beliefs and practices of white supremacy, anti-Black racism, misogyny, heterosexism/homophobia, transphobia, AIDSphobia, class dominance, ableism, Islamophobia, anti-semitism, and other forms of oppression. We do not condone discrimination or stigmatization of people in groups historically targeted for oppression (including but not limited to people with disabilities, LGBTQI people, people of color, women, trans and gender non-conforming people, people who are not Christian and/or not religious).

We pray for justice and peace in every way we can.

**"We are
NOT
afraid!"**