ROOTS & SOUL
FOUNDATION
*Connection Meets Consciousness*

## Living Community Agreements

**2026 Edition**

*A shared guide for how we gather, communicate, support one another, and grow together as a community.*

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# 🌿 OUR FOUNDATION

Roots & Soul Foundation is a community built on connection, respect, curiosity, accountability, and care.

We believe:

- Every voice matters
- Every person deserves dignity and respect
- Feelings and experiences are teachers
- Curiosity creates more understanding than judgment
- Repair is more meaningful than blame
- Leadership means to create an environment where people feel safe enough to discover themselves.
- Honest communication strengthens relationships
- Mistakes are part of learning and growth
- Community is built through shared responsibility and intentional action

We are not here to shame, control, exclude, or compete with one another.

We are here to:

- learn together
- have strong communication skills
- support growth
- build healthy relationships
- create meaningful community experiences

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# 🌿HOW WE SHOW UP

## We Practice Presence

We slow down and become aware of how we are showing up.

We:

- listen when others are speaking
- pause before reacting
- communicate our thoughts
- stay aware of our words and actions
- participate with intention and respect

We aim to be fully present with one another and with the experiences we are sharing.

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## We Practice Compassion

We are gentle with ourselves and with one another.

People experience emotions differently. Some moments feel calm, while others may feel overwhelming, exciting, frustrating, emotional, or uncertain.

When strong emotions arise, we practice:

- pausing
- breathing
- noticing what we are feeling
- respond rather than reacting impulsively

We encourage emotional responsibility instead of taking emotions out on others.

Sometimes the best support is simply listening, staying present, and allowing space for someone to process.

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## We Speak Honestly & Respectfully

We communicate openly, honestly, and with care.

We:

- speak from our own experiences using “I” statements
- ask questions instead of making assumptions
- communicate boundaries respectfully
- stay open to understanding different perspectives
- listen to understand before responding

Examples:

- “I felt hurt when…”
- “Can you help me understand….?”
- “I need a moment before continuing this conversation.”

We believe honesty and kindness is a strength, both can exist together.

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## We Respect Boundaries

We respect physical and personal boundaries.

- If someone says “stop,” we stop
- Asking questions is encouraged if you need clarification on how someone feels
- No one is pressured to share personal information or emotions if they don’t want to
- Respectful disagreement is allowed
- Everyone deserves to be emotionally and physically safe.

- We are not responsible to save others, it is up to all of us to speak up if something is bothering us

Boundaries help create trust, respect, and healthy relationships.

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## We Create Belonging

We use our words and actions to help others feel included and respected.

We do not build connection through:

- exclusion
- gossip
- humiliation
- cliques
- bullying
- hurtful behavior

We value individuality and authenticity, it makes you uniquely you!

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## We Learn & Grow Together

Growth is not perfection.

Challenges, mistakes, discomfort, and conflict can all become opportunities for learning when approached with honesty and curiosity.

We encourage:

- accountability
- reflection
- trying again
- openness to feedback
- personal growth

Trying again is brave.

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## We Protect Trust & Confidentiality

Some conversations and experiences are shared in confidence.

What is shared within circles, mentorship spaces, support discussions, and vulnerable conversations should be treated with care and respect.

Confidentiality may only be broken if someone's safety or wellbeing requires support from a trusted adult or professional.

Trust helps our community remain safe, honest, and supportive.

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## We Protect Shared Spaces

We care for the spaces we gather in and the people within them.

We:

- clean up after ourselves
- respect shared materials and property
- care for parks, nature, venues, and community spaces
- remain mindful of the space you are in.

Some moments are meant to be experienced rather than documented.

Phones may be put away during reflection circles, emotional discussions, mentorship spaces, or sensitive conversations requiring presence and privacy.

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## We Honor Commitment

Showing up matters.

Being on time supports the rhythm of the group and respects the preparation and energy of others.

If plans change or life circumstances arise, we communicate when possible.

Consistency helps build trust and connection within the community.

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## We Make Room for Joy

Growth and learning don't need to feel serious.

We make space for:

- laughter
- creativity
- celebration
- play
- curiosity
- rest
- connection

Joy is an important part of a healthy and connected community.

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## HOW WE SUPPORT CHILDREN

Children learn through relationships, observation, practice, and guidance.

Within Roots & Soul Foundation, we aim to model:

- respectful communication
- emotional awareness
- leadership
- accountability
- compassion
- curiosity
- healthy boundaries
- care for others and the environment

We encourage everyone to:

- use their words when something feels wrong
- listen while others are speaking
- ask for help when needed
- practice problem-solving
- care for shared spaces and materials
- learn from mistakes without shame

We believe we thrive when we feel:

- respected
- included
- supported
- encouraged
- emotionally safe

Adults within the community help create this environment through their own communication, behavior, and example.

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## 🌿 FOR PARENTS, MENTORS & ADULTS

Adults help shape the culture of the community.

We ask adults to model:

- emotional responsibility
- respectful communication
- accountability
- patience
- compassion
- honesty
- healthy boundaries

We encourage adults to:

- guide rather than control
- support rather than shame
- listen rather than assume
- create space for children and teens to develop their own voice and confidence

This is a relationship-centered community built on mentorship, connection, and shared growth.

Authentic connection comes before recruiting, promoting, or personal gain.

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## CONSCIOUS COMMUNICATION & CONFLICT RESOLUTION

Conflict is a normal part of relationships and community life.

Conflict does not mean failure.
Often, it means something needs understanding, communication, boundaries, or repair.

When conflict happens between children, teens, or adults, we encourage solution-focused conversation.

Rather than rushing to blame, shame, punish, or escalate, we aim to move through conflict with awareness, accountability, and care.

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## 🌱 When Conflict Happens:

**1. Pause & Regulate**

Before reacting, we slow down.

We:

- take a breath
- notice what we are feeling
- give ourselves space if needed
- avoid reacting impulsively

If emotions are very heightened, we may pause the conversation until everyone is able to engage respectfully.

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**2. Speak From Personal Experience**

We use respectful communication and “I” statements.

Examples:

- “I felt upset when…”
- “I felt left out when…”
- “I need…”

We focus on sharing our own experience rather than blaming or attacking others.

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**3. Listen to Understand**

We allow each person the opportunity to speak without interruption.

We practice:

- listening fully
- asking clarifying questions
- staying curious instead of defensive
- reflecting on what we hear

Understanding does not always mean agreement.

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**4. Seek Repair & Solutions**

After listening and understanding, we work toward repair when possible.

Repair may include:

- an apology
- changed behavior
- clearer boundaries
- taking responsibility
- creating a plan moving forward

Not every disagreement requires punishment.
Many conflicts become opportunities to practice communication, empathy, accountability, and problem-solving.

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**5. Adult Guidance & Support**

Children and teens may need support learning how to navigate conflict.

Adults help by:

- remaining calm
- guiding conversations respectfully
- helping each child feel heard
- encouraging accountability without humiliation
- supporting problem-solving rather than controlling outcomes

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**6. Leadership Support When Needed**

If a conflict cannot be resolved respectfully, or if behavior becomes unsafe, harmful, disruptive, or repeatedly disrespectful, leadership may step in to provide additional support, boundaries, or decisions necessary to protect the integrity and safety of the community.

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## 🌿 OUR COMMITMENT

As a community, we commit to practicing:

- honesty
- presence
- curiosity
- compassion

- accountability
- respect
- communication
- repair
- growth

We understand that healthy community is something we actively build together.

We grow individually.
We grow collectively.
And we continue learning together along the way.