

## UUCR Board, Ministers, and Staff Covenant



The members of the UUCR Board, Minister, and Staff covenant with each other that, when making decisions, we will keep in mind our deepest values, what we hold sacred and what we believe will be best for the congregation. As a team, we will do the following in executing our responsibilities as leaders of the congregation:

1. We will presume good faith and treat each other with respect.
2. We will be sensitive to each other's points of view and deal with differences in a calm, respectful and deliberative manner to promote progress toward resolution.
3. We will be honest and direct with each other by:
  - Speaking out when something is of serious concern
  - Asking questions when there is doubt, concern or question, rather than making attributions
  - Working on an issue directly with the person(s) with whom we have the issue, and supporting and encouraging others to do the same
  - Actively listening to and respecting the speaker who has the floor
4. We agree to speak with a unified voice in support of decisions we have made. We welcome open discussion and disagreement in our meetings. However, once a group decision has been made we commit to speak about church issues with a unified voice to provide clear leadership and reduce unhealthy communication and triangulation patterns from forming in the church. We acknowledge that publicly and privately disagreeing with group decisions can generate confusion and promote the creation of factions. We understand we play an important role as leaders in modeling healthy communication within the congregation.
5. We will report news, findings, opinions and recommendations in a professional and balanced manner to avoid bias, manipulation, reactive escalation, or damaging polarization of views.
6. We will start and end our meetings on time and come prepared.
7. We will self-monitor to stay on track and use time efficiently.
8. We will notify the President in advance if we are unable to attend a board meeting, and will provide if appropriate, information and opinions for use at the meeting for which we are responsible.
9. We will respond to phone messages and emails within a reasonable time frame.

10. We will support the efforts of working groups, task forces and committees, and we will raise any concerns with their efforts through the appropriate working and decision-making channels.
11. We will record our policy decisions in an accessible way, so we can retain our decisions and actions in the future, and so that they are available to appropriate review processes.
12. We will celebrate our “wins.”