

## **Covenant of Right Relations Unitarian Universalist Church of Catawba Valley**

### **Preamble**

- We seek to embody and enact this Covenant of Right Relations with love, reverence, and humility, bringing joy, hope, justice, and service to all we do as members of this community.
- We affirm the Principles of the Unitarian Universalist Association and the mission and vision of the Unitarian Universalist Church of Catawba Valley.
- Our Covenant of Right Relations is a statement of how we, as a congregation, strive to support and work with each other to create a living, growing spiritual community.
- The goal of this document is to provide clear statements about how our principles are demonstrated through our actions.
- This is a living document that will grow and evolve to meet our changing needs.

### **We, the members of UUCCV, covenant together to**

- **practice consideration and civility in our membership.**  
We promise to
  - show consideration appropriate to a church or sanctified space.
  - allow all a chance to speak and listen so that all are heard and understood.
  - refrain from ridiculing, attacking, or invalidating others through word or deed.
  - practice right relations with all members of the UUCCV community, including visitors and children, and treat all with compassion, dignity, and respect.
  - assume good intent on the part of others.
  - support church leaders and programs unless we have strong reasons to challenge or oppose them; abide by existing structures, leadership directives, and bylaws while working for change.
  - remind others of the spirit of this document when needed.
- **value openness in our communications and decision making.**  
We promise to
  - share strongly felt convictions openly rather than withholding input from the group.
  - make committee and governance meetings open, with rare exceptions such as personnel matters.
  - participate actively in UUCCV governance and decision making.
  - observe these guidelines in email and other similar electronic communications within the congregation and use such communications for information sharing and not for emotion-based exchanges.
- **accept conflict in our community as inevitable and healthy. We are guided by the principle that properly managed conflict between people in right relations to each other can be a positive force for creativity,**

**growth, and enrichment. Our task is to find appropriate ways to express and resolve our conflicts.**

We promise to

- allow the necessary time to identify and discuss differences before making decisions.
- listen to competing ideas with respect, tolerance, and honest consideration.
- keep the mission/vision of the congregation in mind and not place our personal agendas above the common good.

- **direct UCCV-related communications through appropriate channels.**

We promise to

- attempt to resolve interpersonal disputes or grievances directly and privately.
- attempt to resolve non-personal controversies, e.g. on policies, programs, or finances, through the relevant committee.
- contact the minister or a Council on Ministry member for mediation and conflict resolution if other efforts to resolve issues are unsuccessful.
- abide by outcome of the conflict resolution process.

- **strive to focus on the issues and behaviors, not on people and personalities.**

We promise to

- consider the message on its merits.
- avoid personalizing communications about issues.
- remember that the message is about the matter at hand, not about the sender or receiver.

### **In closing**

We promise to maintain a solution-oriented focus while identifying, acknowledging, and assessing issues as they arise and working actively to resolve them. Our goal is the resolution of problems through solutions which serve the common good. We are aware that reconciling conflict allows us to remain in fellowship, and we offer the gift of forgiveness.

Adopted April 2010

Revised February 21, 2016