

Rogue Valley Unitarian Universalist Fellowship

CONGREGATIONAL COVENANT OF RIGHT RELATIONS

August 29, 2007

This covenant expresses our aspirations for our interactions within our Fellowship. It sets the tone and serves as a guide for how we deal with one another. It is a living document, woven into the life of our congregation. By accepting this covenant, I promise to actively hold and work toward these ideals.

MEMBER TO SELF:

I am responsible for my well-being, my behavior and choices. I will:

- nurture and support myself and be aware of my needs
- accept, appreciate and be gentle with myself
- value myself for the unique contribution I can make

I can make a difference in the flow and quality of my interactions. I will:

- be attuned to how I relate to others
- endeavor to be honest in expressing my thoughts and feelings
- seek to learn sensitive and clear communications skills

I commit to being aware that conflict situations are uniquely challenging. I will:

- keep in mind that it is only necessary to respond when it is especially important to me
- express myself honestly and openly
- communicate about disagreements directly, and when necessary work through the prescribed channels for solutions

MEMBER TO MEMBER/FRIEND:

I believe we are each free to make choices regarding our personal journey. I will respect the choices and support the spiritual growth of others.

I regard active listening as essential to good communication. I will:

- endeavor to understand others' viewpoints
- reserve judgment until I have all relevant facts

It is my goal to be respectful of others. I will:

- use (non-violent) compassionate communication
- be patient, tolerant, humble and diplomatic
- participate and engage actively at meetings
- support others during times of difficulty

I value balanced discourse. I will:

- hear and fairly consider others' opinions, even when I disagree
- honor balanced discourse
- communicate clearly
- be conscious of my body language

I value the privacy of others. I will:

- maintain absolute confidentiality of private disclosures
- refuse to engage in gossip and take steps to stop it
- address issues between myself and another on a one-to-one basis

#### MEMBER TO MINISTER:

I respect and support the minister of our congregation, and I covenant to do so in the following ways.

I value an open relationship with the minister. I will:

- be respectful and honest in my communications
- offer positive feedback and constructive criticism as appropriate
- listen to and try to understand the minister's point of view

I value the minister's personal and family needs. I will:

- honor the personal time of the minister and family
- treat the minister and family with dignity, respect, and consideration

#### MEMBER TO LEADERS:

My role and responsibility does not stop when the Board is elected and committees are formed. I covenant to support our leaders in the following ways.

To facilitate the decision-making process, I will:

- inform myself about issues by gathering factual information
- offer thoughtful input in a timely and civil manner
- trust the Board's good intentions and accept their decisions, or respectfully disagree

When I join a committee, I will:

- actively participate, prepare for meetings and arrive promptly
- listen attentively to the views of fellow members
- offer my own thoughts respectfully

I value our leaders, and I will:

- accept their wisdom as I accept my own
- express appreciation for their leadership

To sustain the work of all, I will:

- learn about policies and procedures and how RVUUF is run
- inform myself about matters to be voted upon and other issues
- support the Fellowship financially to the best of my ability
- volunteer my energies and follow through with tasks I take on

#### MEMBER TO STAFF:

I believe the staff performs a vital role in the well-being of our Fellowship and I covenant to support them.

In my interactions with staff, I will:

- listen and be honest, courteous and respectful
- acknowledge, or offer sincere praise for work done
- offer suggestions and constructive criticism directly

To honor the needs of staff, I will:

- respect work hours and personal time of staff and their families
- keep informed of policies and procedures
- support compassionate and reasonable periodic evaluations and fair compensation for staff
- support staff by volunteering when requested

#### MEMBER TO YOUTH:

The youth of the Fellowship are our future. I want to see, and reflect back to them, their uniqueness as individuals. I covenant to support them and the Religious Education Program in the following ways.

I share in the responsibility to care for and communicate with our youth. I will:

- offer them friendly and welcoming greetings
- give my respect and encouragement, and compliment their participation

I will participate and offer my time as I am able, sharing:

- my values and beliefs
- social action, environmental and other activities
- my individual expertise in the classroom, along with supportive words and help when needed

#### MEMBER TO VISITOR:

Visitors are potential new members. They enrich us with fresh energies. I will:

- seek them out and make them feel welcome
- engage visitors at the earliest opportunity
- ensure that they are not left standing alone with no one to talk to
- converse with them, inquire about their needs and what they are seeking

I will show my genuine interest in the following ways:

- answer their questions or link them up with someone who can
- introduce them to others of like interests
- share a brief view of my UU experience, if asked

#### MEMBER TO COMMUNITY:

I represent RVUUF in our community at large. I will:

- honor and respect the beliefs of others
- use a sense of humor and compassion when in dialog about UU and its principles
- carry the UU message with me and convey it to others when appropriate