

Congregational Covenant of Good Relations

Shoreline Unitarian Universalist Church

November 22, 1998

We, the members of Shoreline Unitarian Universalist Church, agree to treat ourselves and each other fairly and respectfully. We commit ourselves to improving the quality of our lives, as individuals and as a community. We support one another's self-improvement, continuing spiritual growth, and the use of our skills and talents, in beneficial and responsible ways. The Golden Rule is the excellent standard for human relations—*Do to other people what you want other people to do to you.*



To fulfill our covenant of good relations we can practice the following:

In regard to myself—

I want to be a person of integrity—responsible and caring in my family, at work, and within my community.

In order to understand and serve others, I value myself and take responsibility for my personal well-being.

I can make choices that balance my needs with those of others.

I can know and express my limits and concerns clearly. I can learn interpersonal skills necessary to achieve these ends.

I aspire to nurture my spiritual self.

Member in Regard to Member—

All people are free to make choices regarding their personal beliefs and conduct. I aspire to respect other people's choices and to support their spiritual growth and development.

Healthy community results from actively listening to others, as we share our individual experiences, strengths and hopes.

I try to settle disagreements directly with the people involved. When unable to settle a dispute, I can forward my concerns to appropriate persons.

Taking an active part in the activities of the congregation, especially Sunday services, is essential to the well-being of the group.

Our congregation makes decisions by the democratic method. I will actively participate in this process and will respect the outcomes of our collective wisdom.

I reserve the right to say no, and I will honor the right of others to do the same, yet I always seek to achieve harmony by compromise and persuasion.

I do not engage in harmful gossip.

I respect the private and intimate bonds of other people and do not exploit another persons for my own needs.

I respect the confidentiality and private disclosures of others.

I am accountable for roles and tasks which I assume.

I want to be sensitive to my emotions and those of others.

In a volunteer organization, everyone endeavors to learn the responsibilities of membership. Some of these responsibilities include paying attention to the workings of the congregation, reading the newsletter, trying to gain a basic understanding of the workings of the Board of Trustees. Every person regards the church building and grounds as their own.

Member in Regard to Staff—

I am courteous and respectful in my interactions with the staff of the church.

Understanding the extent of our staff's working time and respecting their personal time and space, I make careful and reasonable requests. When possible, I can resolve my own situations before involving staff.

The staff can help individuals and groups determine best methods for getting projects accomplished.

We always want to acknowledge the good efforts of others and offer praise and thanks for work well-done.

In situations of unresolved disagreements with staff members, I can ask for assistance from appropriate sources, such as a Conflict Resolution Team or the Personnel Committee.

I enthusiastically support reasonable and fair compensation for staff services.

Member in Regard to Board—

I support, encourage and show my appreciation to the Board by actively participating in the life of the congregation.

I will keep informed of Board deliberations and decisions through Board minutes and newsletter articles. I will also seek information from committees, other groups in the church, various bulletins and letters from the Board and the staff, and the weekly Orders of Service.

I want to provide feedback when it is sought and make my expectations clear to the people who represent me.

I want to educate myself (through workshops, congregational meetings, retreats, Pacific Northwest District and Unitarian Universalist Association gatherings) in order to become a more skilled member of the congregation and the larger denomination.

It is the responsibility of individual members to learn how our church operates and become familiar with our Mission Statement and the Principles and Purposes of the UUA.

I want to support the church financially to the best of my ability, guided by the pledging level recommendations proposed by the board.

Board in Regard to Members—

Members of the Board of Trustees aspire to understand and enact the vision and the mission of the congregation.

Board members are open to concerns of the congregation, keeping all lines of communication open as they seek to represent the people.

Trustees of the Congregation understand their fiscally responsibility.

To enact the mission of the congregation, board members may confer with UUA consultants and experts, along with other U U congregations.

Member in Regard to Minister

I treat the minister and the minister's family with dignity, respect and consideration, and will respect their personal time.

I support and encourage the minister to exercise a responsible freedom of the pulpit.

As I accept responsibility for my spiritual growth, I acknowledge the ministry as an important resource.

I take responsibility to address differences of view with the minister and to reflect on them personally first, before taking them to the minister.

I take responsibility to address unresolved issues between myself and the minister by seeking advice from the Committee on Ministry.

As a member of Shoreline Unitarian Universalist Church, I will respect the Unitarian Universalist Ministers' Association's (UUMA) Code of Professional Practice and will refrain from conduct which will be harmful to or endanger the integrity of the minister.

On matters of administration and congregational activities I can communicate directly with the church office.

In regard to personal matters, I can speak confidentially and sincerely with the minister.

I aspire to offer affirmation for the minister, especially when I am personally appreciative.

Member in Regard to the Larger Community

I affirm and promote the inherent worth and dignity of every human being and endeavor to live my life ways which encourage equality and compassion in human relations.

I can give voice to our liberal religious heritage by being a good neighbor and a responsible citizen in local and global matters, speaking out and voting, in order to promote a world with peace, freedom and justice for all.

I can help make our congregation a safe and welcoming place, and I join with others to publicize our presence and activities in the surrounding community.

I want to live in respect for the interdependent web of all existence, and I affirm this constructive relationship to the world.

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NOTES:

NOTE: This document was created from information gathered at two "Fulfilling the Promise" meetings of the congregation and drafting work by Rainy Lee and Thomas Anastasi, May-November, 1998).