

A Congregational Covenant

Pathway toward a more just community

Our Congregational Covenant gives us some specific ways to help us live our principles, a written document developed, agreed to, and owned by us, its creators. It is deeper and more significant than social politeness. It is not a set of rules but speaks instead of "holy manners"-- the manners of a faith community. It provides one pathway to spiritual growth, leads us to engage with one another openly, honestly, and respectfully, and helps to strengthen our UUTC community.



A Congregational Covenant:

- is the means by which we live our UU principles;
- enables us to disagree in a climate of mutual trust and respect;

Within this climate:

- conflict becomes a means of positive growth, not destruction;
- all are comfortable voicing their thoughts;
- all are heard with respect;
- people talk to each other, not about each other;
- conflict centers on ideas, not personal attacks.

UUTC Congregational Covenant

As a member of UUTC, I will strive to:

- Take responsibility for my statements and actions;
- Speak only for myself, not for someone else, unless so directed by that person or group;
- Respectfully speak up when I am uncomfortable with a statement or pending decision;
- Listen intently and respectfully when another is speaking;
- Respectfully consider the ideas and opinions of those who disagree with me;
- Attempt to be a non-anxious presence. I will try to listen and respond objectively. When I feel tension or negative emotions rising within myself, I will step back, take a deep breath, and try to regain control before I speak;
- Always try to assume the best intentions of another's words or actions;
- Always be aware of the pitfalls of triangulation. When a problem arises between another group member and me, I will endeavor to speak directly and privately with that person. If that is impossible, I will enlist the help of a neutral third person to mediate between us;
- Respect the confidentiality of group discussions on sensitive topics;
- Share pertinent, non-confidential information with the whole group as that information becomes available;
- Follow through in a timely manner on tasks and responsibilities and promptly notify those depending on me when I am unable to do so;
- Support group decisions once they become final.