

# Northlake Congregational Covenant Of Right Relations

We, the members of Northlake Unitarian Universalist Church, covenant together to strive to keep a community where we can examine and live out our highest values. To that end we make these explicit promises to each other, in order to strengthen our mutual love and respect, and remind ourselves of ideals for living together as a church and in the wider world.

## **To be in right relation with myself, I promise to:**

- accept myself as I am, realizing my limits, and forgiving myself when I fall short;
- respect and uphold my personal boundaries while challenging my comfort zone;
- strive to model justice, truth, love, equity and compassion in all my relationships.
- support the congregation while respecting my other commitments, striving to find a balance that meets my own needs and those of the congregation.
- have fun and share in the joy and camaraderie of our congregation.

## **To be in right relation with other members, we promise to be welcoming, respectful and supportive of the members of the church community by:**

- deeply listening with an open mind and loving heart;
- communicating openly and truthfully, with respect, understanding, and caring;
- listening to other people and sharing my own stories so that I may know and be known
- supporting each other, recognizing each of us as a teacher as well as a student in the learning process;
- knowing when and how to get help for self and others;
- expecting and accepting differences in each person's truth or point of view;
- holding the right to disagree while respecting the beliefs of others.
- being willing to work through conflicts and misunderstandings directly with the person or persons involved, while assuring confidentiality among the parties involved. If needed, seek the support of the Healthy Congregation Team or the Board.
- keeping informed and informing others of happenings within the church community;
- giving of our time, talent and financial resources; honoring the commitments we make;
- respecting other's commitments, their time, and their need to set boundaries or to say no.

## **To be in right relations with the board, church leadership, and our democratic process, we promise to:**

- understand the goals and the mission of the Board and be mindful of the church's mission;
- communicate openly, directly and honestly with the Board members and leadership;
- express appreciation to the Board, and other volunteers;
- become knowledgeable about church governance and policies, and the congregation's decision making process
- raise issues directly, in a way that is consistent with that process, and trust and accept the results;
- give constructive feedback to our leaders, bring my ideas to share, and be willing to be part of the solution;
- trust that our leaders are doing their best work for us and respect their decisions;
- attend congregational meetings;

- attend and participate in services, events, meetings and initiatives within the congregation to the best of my ability;
- be aware of growth opportunities and willing to accept leadership opportunities;

**To be in right relations with the staff members, we promise to:**

- value and appreciate the Staff's gifts, experience, knowledge, and commitment;
- provide staff with adequate resources, a healthy work environment and opportunities for professional development;
- understand the responsibilities of the position and honor staff's authority over their spheres of responsibility;
- show respect by making clear requests in a timely manner, respecting their work space, being civil in our interactions, honoring work hours, being open and direct in our communications and showing sincere appreciation for work done;
- support good personnel policies and pay practices.

**To be in right relations with the minister, we promise to:**

- value and appreciate the Minister's gifts, experience, knowledge, and commitment;
- recognize and value the role of the minister in providing leadership, while at the same time acknowledging our own responsibility for carrying out the church's shared ministry;
- communicate directly and honestly and provide constructive feedback in a spirit of loving kindness;
- work through appropriate channels, such as the Committee on Ministry and the Healthy Congregation Team, if we have unresolved concerns
- honor those needs and concerns of the minister which are outside the ministerial role, acknowledging that time away from church is protected personal time;
- support the professional growth of the minister;
- express our appreciation;
- support fair compensation and benefits for the ministry;
- remember that the minister is human like the rest of us, and have reasonable expectations.

**To be in right relations with the wider community, we promise to:**

- be aware of concerns, needs and conflicts in environmental, economic and social justice issues and be informed about resources which may be used toward their resolution;
- speak up about injustices and support active discussion and action on current issues;
- know and articulate UU Principles and strive to embody them in our actions;
- participate and encourage participation of others in regional, district and national and international Unitarian Universalist activities;
- participate and have a presence in community events, especially those that are supportive of UU principles and values.

Adopted by the members of Northlake UU Church at the congregational meeting April 17, 2005.  
Revisions approved by the Board on January 16, 2017. Replaced in November 2018. This document retained for historical reference.

