
Northlake UU Church

— Healthy Congregation Team —

We enhance the vision of creating loving community:

We support the Northlake Covenant of Right Relations:

As individual people working together to form an inclusive, joyful, and sacred community, we commit to this covenant:

- *We will offer acceptance and support to all, giving and receiving with grace and gratitude.*
- *We will listen with compassion and speak with honesty and respect.*
- *We will acknowledge our feelings and take responsibility for the impact of our actions.*
- *We will welcome the open-hearted exchange of perspectives while respecting personal boundaries.*
- *We will address conflicts directly, give the benefit of the doubt, and forgive ourselves and each other.*

By honoring these commitments, we foster an empowered Northlake community, promoting love, equity, and justice in the world.

What does the HCT do?

- We help the congregation stay in covenant, in good relations.
- We facilitate a process to work through conflict (using Self-reflection and Conflict-reflection).
- We listen and encourage people to work on their conflicts.
- We help ease friction.
- We can be a sounding board.

What the HCT does NOT do:

- We don't solve issues.
- We don't determine who is right or wrong.
- We do not go out and look for conflict.
- We do not act as 'go-betweens' for people in conflict.
- We do not take sides.
- We are not therapists.

What we expect from you:

- Own your own conflict (but we will help!).
 - Be self-reflective.
 - To be open to reflecting on and addressing conflict.
 - To be understanding and compassionate.
 - To approach the HCT when needed.
-

Conflict is normal.

We realize you may be uncomfortable with these expectations and with conflict.

Steps we may take when conflict arises:

As a team we will work with you through this process. We will:

1. Listen so that we can understand your viewpoint.
2. Ask you to be self-reflective.
3. We will work with you to look at ways to reframe the conflict.
4. Together we will determine the next steps and possible solutions to the conflict.
5. We will follow-up with you and discuss outcomes.

Who is on the Healthy Congregation Team?

Members

- Pablo Barcenas
- Janet Kuller
- Elaine Srinivas
- Rev. Nancy Reid-McKee

How to engage us:

- hct@northlakeuu.org