

Unitarian Universalist Fellowship of Bozeman Covenant of Right Relations

We, the members of the Unitarian Universalist Fellowship of Bozeman, adopt this mutually binding covenant for the purpose of freely entering into relationships based on trust and respect in the building of and participation in our religious community.

Member to Self

- I promise to take responsibility for my personal well being and spiritual needs. I promise to live responsibly, to act with integrity and to speak honestly.

Member to Staff

- We promise to show our respect by making clear requests in a timely manner, being civil in our interactions, honoring work hours, being open and direct in our communications, and showing sincere appreciation for work done.
- We promise to honor the staff's authority over their spheres of responsibility.
- We promise to provide staff with adequate resources, a healthy work environment, and opportunities for professional development.
- We promise to support fair compensation and benefits for staff.

Member to Member

We promise to be welcoming, respectful, and supportive of church community members by:

- Communicating openly and truthfully.
- Deeply listening with an open mind, loving heart.
- Giving of our time, talent, and money.

- Maintaining the commitments we make.
- Keeping informed and informing others of happenings within the church community.
- Supporting each other in our search for meaning, recognizing each of us as a teacher as well as a student in the learning process.
- Caring for each other in our joys and sorrows.
- We promise to maintain appropriate boundaries with our children and youth.
- We promise to include our youth and children as full participants in church life appropriate to their age and experience.
- We hold one another accountable to the covenant we have made to each other.

Member to Board Members

- We promise to communicate openly, directly and honestly with the Board.
- We promise to honor and respect the work of the Board.
- We promise to educate ourselves on the Board's decision-making process, to raise issues directly consistent with that process, and to trust and accept the results.

Member to Clergy

- We promise to have a respectful relationship with the professional clergy, a relationship that models justice, truth, love, equity and compassion in all encounters.
- We promise to communicate directly and honestly and to provide feedback in a spirit of loving-kindness.
- We promise to support the professional growth of clergy and staff.
- We promise to honor those needs and concerns of the clergy that are outside of their roles as leaders of the congregation, including

acknowledging that time away from church is protected personal time.

- We promise to recognize and value the unique role of the clergy in providing leadership for our church while at the same time acknowledging our own responsibility for carrying out the church's shared ministry.
- We promise to support fair compensation and benefits for clergy.

This is a living document intended to reflect the needs of our congregation as it changes and grows. Accordingly, the Committee on Ministry and Board of Trustees will review it every three years. Additionally, it will be included in our orientation process, made available for all to see, and incorporated into our congregational lives. Concerns about the health of the church in regard to right relations will be directed to the Committee on Ministry.

The Unitarian Universalist Fellowship of Bozeman adopts this covenant while recognizing its source being from the Unitarian Universalist Church of Davis, California.