



## Covenant of Right Relations

“Right relations” is a way of interacting with others in a way that maximizes communication and connection while minimizing conflict.

As a member of Peoples Church Unitarian Universalist, I covenant to:

1. Practice our UU principles in my everyday living.
2. Do my fair share to create a strong, safe, welcoming community.
3. Trust in others’ good intentions.
4. Actively listen and think before speaking.
5. Hold myself and others accountable for acting in accordance with this Covenant.



I know that, in the real world, living by this Covenant will sometimes be easier said than done. When I get stuck trying to figure how to actually *do* this stuff, I’ll look to the following tools for help in staying in right relations with others.

*Treat others only in ways I would want to be treated myself.*

- Be kind and respectful in interpersonal interaction. [1,2,3,4]
- Genuinely consider other points of view. [1,2,3,4]
- Remain willing to both offer and receive feedback, calmly and with an open mind. [1,2,3,4]
- Be willing to change my own behavior when change is warranted. [1,2,3]
- Express appreciation for everyone’s contributions to church life (this includes members, staff, and minister). [1,2,3,4]

*Do my best to handle conflict effectively when and if it arises.*

- Breathe in, relax, and *then* speak respectfully. [1,2,3,4]
- Talk *to* the person I'm in conflict with, not *about* them. [1,2,3,4]
- Use healthy resolution processes. [1,2,3,4]
- Disagree without being disagreeable. [1,2,3,4]
- Address it quickly before it festers. [1,2,3,4]
- Remember that getting a different answer than the one I wanted is NOT the same thing as “not being attended to.” [3]

*Contribute to the positive culture at Peoples.*

- Actively participate in church life by providing my fair share of financial support, volunteering, and leadership. [1,2]
- Respect the commitment of our lay leaders, the calling of the minister, and the time and organizational constraints on staff. (They deserve it, even though they're all fallible humans.) [1,3]
- Stay involved about congregational issues through first-hand sources of information: the Peoples Facebook group, Peoples Voice, Peoples Weekly email, the Member Resources and Meeting Minutes available on the Peoples website. [2,4]
- Take time to learn and use proper organizational structures and procedures, so that everyone can get things done with maximum effectiveness and minimum frustration. [2,3,4]
- Manage my own experiences. Take care of myself and my emotions. [2,3]
- In general, strive to be my best self in my interactions with every other person associated with Peoples Church Unitarian Universalist. [1,2,3,4,5]