

FIRST UNITARIAN FELLOWSHIP OF NANAIMO COVENANT OF RIGHT RELATIONS

In creating the beloved community here at FUFON we remember that relationships are more important than the issues

We, the members and friends of FUFON commit to:

A. Personal Responsibility: consider our personal responsibility in the community

1. bring best intent and assume best intent in others
2. listen attentively before speaking
3. speak up and express our point of view
4. be mindful of the impact of how we present our point of view
5. seek and dispense accurate information
6. be each willing to test assumptions and examine our motives
7. practice self-care when saying yes or no

B. Interpersonal Communication: come from a place of compassion and integrity in our communications with others

1. allow space for the feelings and emotions of others as well as our own
2. be compassionate and forgiving with each other
3. communicate openly, directly, and honestly
4. confirm our understanding of others' points of view and the reasoning behind them
5. respect personal boundaries
6. be open to constructive feedback
7. keep an open mind in order to learn from each other
8. acknowledge dissenting opinions and, when needed, disagree respectfully
9. choose discussion instead of confrontation
10. consider the total covenant in all electronic communications

C. Congregational Culture: work to uplift congregational life

1. be mindful of the well being of the congregation
2. create an atmosphere of compromise and acceptance
3. foster a culture of gratitude for volunteers, leaders, and staff
4. encourage members and friends to find their own way of participating in our Fellowship that honours their unique gifts, talents, and expertise
5. create an atmosphere of trust through the proper and ethical sharing of information
6. work together as a team

D. Diversity: be mindful of the breadth of diversity in our congregation

1. embrace the diversity among us, e.g. age, class, sexuality, etc.
2. show respect for practices, beliefs, and cultures different from our own

E. Working with Conflict: engage in conflict respectfully

1. take responsibility for one's own behaviour in a conflict
2. engage in conflict resolution in person as soon as reasonably possible
3. seek direction from the Committee on Ministry when a conflict cannot be resolved
4. if necessary, use a third party to mediate between the parties and respect the input provided by the mediator
5. the parties in a conflict should have a say in who helps them
6. learn and practice techniques for having difficult conversations
7. electronic communication is discouraged
8. refer to Conflict Resolution Policy (to be developed) and Disruptive Behaviour Policy. (The Committee on Ministry recommends that the "to be developed" Conflict Resolution Policy contains as a first step, "approach people directly.")