|  |  |
| --- | --- |
|  | **Covenant of Right Relations** |

We build UU Justice Ohio on a foundation of love and covenant with one another to:

* respect the inherent worth and dignity of every person
* use the democratic process
* communicate with kindness and support,
* serve with compassion and commitment,
* openly share our laughter and tears and,
* freely explore our values and honor our diversity as a source of communal strength,
* accept responsibility for our individual acts and promote justice and peace

**Expectations**

The well-being, strength, and reputation of our organization depend on maintaining right relations -- a sense of fellowship among the leaders, members, friends, and staff in an atmosphere of trust, respect, and cooperation. Our passion for justice can lead to differences over issue priorities and advocacy strategies; our governance decision making can lead to disagreements over individual’s authority, roles and responsibilities.

Differences of opinion and their resolution through compromise, consensus, or democratic procedures can enhance a sense of community. Differences or misunderstandings that go unresolved and descend into prolonged conflict can threaten the organization. Conflict management and resolution are paramount. This Covenant of Right Relations is intended to identify the steps to be followed should unresolved conflicts arise involving members, leaders, and staff.

We begin with the commonsense wisdom that all should adhere to the UU Principles and Purposes and UUJO’s Mission, exhibiting behaviors that enhance the dignity and inherent worth of all participants: expressing sincere appreciation; allowing for human fallibility; dealing directly with each other; speaking softly; being creative in problem solving; maintaining a sense of humor; actively listening and clarifying what we hear; letting others have their say; respecting boundaries that may differ from our own; respecting confidentiality; refraining from harmful gossip about others; and speaking honestly.

Each person, regardless of his or her role in UUJO—including governing board members, staff, clergy, etc.—is expected to honor this covenant within the context of their relationship with the organization.

As responsible members of this community, all have an obligation to identify concerns about issues which threaten the health of our organization using existing procedures, proper committees, etc. As members of this organization, we have an obligation to understand what those conflict resolution procedures are, just as we have responsibilities to honor our commitments, show up, and strive to be on time. In short, we owe each other respectful participation in the life of UUJO.

This Covenant fits within a set of documents, some of which are still in the development stage, including:

* Bylaws, Governance Documents and Policies
* Ohio-Meadville District Personnel Handbook
* Employment Agreement and Job Description
* Policy documents such as leadership, committee, and membership responsibilities

Adapted from *UU Faithworks  Shared by Rev. Deborah Mero,*

<http://www.uua.org/safe/covenant/24968.shtml>

Adopted by the UUJO Steering Committee, June 9, 2014