North Shore Unitarian Universalist Church
Deerfield, Illinois

Covenant of Right Relations
Accepted June 14, 2015

"Covenant" is Latin for "come together" and means a "solemn agreement" or "promise from the heart" regarding a course of action between parties. We, the members of North Shore Unitarian Church, record our highest values as our covenant, which will stand as a reminder of our shared vision.

It is our desire to cultivate a diverse community dedicated to supporting a free and responsible search for truth and meaning. We seek spiritual growth, commit to social action, and strive always to care for one another. May these promises sustain our relationships as we work toward our common goals.

It is our intent to read this covenant together often and to share it with new members. We will revisit and renew our covenant regularly to ensure it continues to meet the needs of our congregation.

Member to Self

I will:

- o Take care of myself and ask for support when needed
- o Be aware of my needs and limitations and forgive my shortcomings
- o Speak only for myself, not for others
- o Participate to the best of my ability
- o Keep learning
- o Stand up for what I believe
- o Be open to change and compromise
- o Have fun and be joyful
- o Help keep this a place of love

Member to Member

I will:

- o Treat other members with respect for their beliefs, opinions,
- o Respect the limitations, time and privacy of other members.

- Contribute to an atmosphere of trust by assuming positive intentions in fellow members and acting with positive intention myself
- Engage in good congregational communication by practicing direct, respectful conversation, and good social media etiquette; always speaking only for myself
- Support others' ideas, initiatives and spiritual growth; and be mindful of members in need of my support
- Show appreciation for the contributions of other members
- Remember that this is a community, and always strive to keep it a welcoming and beloved one

Member to Leadership

I will:

- Be grateful and appreciative to those who serve in leadership positions
- Remember that our leaders are volunteers
- Respect their decisions, their time and be patient with their limitations
- Trust their motivations and good intentions
- Be informed about our governance and leadership structure
- Communicate directly and openly, in timely and constructive ways
- Actively and respectfully participate in meetings
- Be open to opportunities to help and serve

Member to Staff

I will:

- Understand individual staff members' roles and authority
- Honor their professional training, knowledge and experience
- Follow the established rules and procedures
- Respect their time, office space, and materials
- Submit requests in a timely manner
- Take any concerns directly to the staff member involved
- Respect the supervisory relationship between minister(s) and staff
- Advocate and support fair compensation, benefits, career development, and adequate resources
- Express appreciation for their work

Member to Minister(S)

I will:

- Respect the minister's professional boundaries, vision, and freedom of the pulpit

- Trust the minister's good intentions, professional abilities, training, education, experience, and need to maintain confidentiality
- Communicate directly and transparently
- Advocate for and support fair compensation, benefits, career development, and adequate resources
- Engage with compassion, openness and honesty
- Work collaboratively and be open to new ideas

Member to the Wider Community

I will:

- Work toward greater inclusiveness across generations, with sensitivity to class and racial diversity
- Seek opportunities to collaborate with other UU communities, other religious groups, and the wider community
- Educate myself about our faith, work for social justice and make our Unitarian Universalist voice heard
- Be respectful of others' beliefs
- Live my Unitarian Universalist values at home and in the world
- Support the Unitarian Universalist Association and The Mid America Region and seek opportunities to participate