



NSUC Covenant of Good Relations

We the members of the North Shore Unitarian Church agree to treat ourselves and each other fairly and respectfully. We are committed to improving the quality of our lives by supporting one another's self-development, spiritual growth and the use of our skills and talents in fulfilling and responsible ways.

The Guidelines

Healthy inter-personal communication is an important part of community life, including church communities. These guidelines are intended to facilitate face-to-face discussions when disagreements occur. Hopefully, this will ensure that people have the opportunity to express themselves directly and feel heard. In this way, issues will be resolved before conflict has an opportunity to become divisive.

Declaration:

The Congregation agrees that by accepting and practicing the following attitudes and actions we will begin to fulfill our Covenant of Good Relations.

- I believe in the inherent worth and dignity of every human being and will endeavour to reflect this in my inter-personal interactions within the NSUC setting and the community at large.
- I make a commitment to learn the necessary skills to communicate in clear and sensitive ways.
- If I am in a situation where there is conflict between myself and another person in the church (whether another member, the Minister, or a Board member) I commit to speak directly to the person(s) involved. If I should need support in doing this, I will seek the assistance of a member of the Good Relations Team.
- I will not engage in harmful gossip. I will be responsible for gathering the facts myself.
- I aim to actively listen to what others have to say.
- I will respect absolutely the confidentiality and private disclosures of others.
- I appreciate that I am a member of a religious community that makes decisions through a democratic process. As a responsible member of this community, I will actively participate in the process and will respect the outcomes of the collective wisdom.

Conflict can still happen and the possibility of serious conflict may arise despite everyone's best efforts to keep it manageable. If this is what you are facing and you're not sure how to proceed, contact a member of the NSUC Good Relations Team. The Team is available to assist you in confidence.

Adopted by the Congregation of the North Shore Unitarian Church at their Annual General Meeting May 27, 2007.