

Staff Covenant UUC 2026

Ministering together as religious professionals is inherently interdependent. Our relationships as staff are vital not only to the quality of our work but also to the well-being of the congregation. This interdependence includes the congregation itself, and through this covenant, we also seek to communicate key elements of a healthy, covenantal relationship with congregants.

Aligned with our core values, we commit to actively working to dismantle racism and other forms of oppression within ourselves, our staff team, and the communities we serve. Our practice for this commitment includes continuous self-reflection, providing and receiving honest and compassionate feedback, and proactively re-envisioning the policies and practices that shape our ministries.

We commit to encouraging and trusting one another so that University Unitarian's mission is evident and alive in our work and relationships. Together, we covenant to the following:

1. We affirm the unique gifts each person brings to the staff and will support one another in fulfilling our various responsibilities.
2. We will communicate respectfully, honestly, openly, and intentionally—assuming goodwill and striving to be worthy of it, keeping in mind the goal of achieving clarity, connection, and transparency.
3. We will care for ourselves and be respectful, attentive, and generous with one another.
4. We will practice compassionate boundary-setting in our ministries and support one another in this spiritual discipline.
5. We will remember that we work as a team and are committed to supporting and learning from one another.
6. We will hold sensitive information in confidence and will not share it inappropriately.
7. Both privately and together, we will engage in constructive (not destructive) conversations to enhance teamwork. We will focus on issues and behaviors, maintaining respect for all individuals involved.
8. We will be accountable to the congregation, its mission and goals, this covenant, and to each other.

Next steps will include creating a restorative process when the covenant is violated and a practice to keep the covenant a living aspiration in our work together.