



UUCC

Reasoned Faith, Real Community

UUCC STAFF COVENANT

Adopted January 2021

We, the staff members of the Unitarian Universalist Congregation of Columbia, covenant to exemplify these practices in our interactions with each other as we serve the congregational mission with openness and joy:

- Invite each other's creative, enthusiastic, and proactive input and participation in idea generation and implementation, recognizing the unique skills, perspectives, and styles of our teammates and ourselves. **(collaboration)**
- Acknowledge when we do not have the answers or skills for the task at hand and ask for help from each other when necessary. **(ego)**
- Hold realistic expectations for communication from others and for ourselves, recognizing the demands of our work at UUCC and our lives outside it, assuming good intentions, extending grace, deterring obfuscation, and honoring confidentiality. **(communication/accommodating each other's lives)**
- Commit to direct and honest conversation in times of difficulty, disagreement, and conflict. We give and receive constructive feedback and criticism with grace and maturity, taking responsibility for our own emotional reactions and responses. **(anger/conflict)**
- Identify ways in which our ministry areas intersect and seek opportunities for partnership, being clear about our own responsibilities, fulfilling commitments we make to each other, and practicing transparency by sharing information about our program areas. **(transparency/ministry overlap)**
- Affirm each other's leadership in the congregation and celebrate our differences in personalities and styles, speaking respectfully and constructively of each other with those outside the staff team. **(a team front)**
- Hold each other accountable for both the intent and impact of microaggressions and other behaviors, recognizing the impact of our actions affects the congregation and the community beyond. **(accountability)**
- Own our mental, physical, and emotional health needs, maintain boundaries that keep us healthy, and respect the boundaries and self-care needs of others. As individuals, we have agency in our levels of participation while fulfilling the duties of our positions. **(self-care/agency/boundaries)**

In doing so, we foster a trusting environment of collaboration, care, and creativity in which we all thrive, collectively and individually, demonstrate a relational approach to teamwork, and serve the ends of this congregation.

LOCATED IN THE OWEN BROWN INTERFAITH CENTER

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