



## **Tapestry, A Unitarian Universalist Congregation Covenant of Right Relations**

In pursuit of the ideals of a beloved community which support our Seven Unitarian Universalist Principles, and to promote constructive relations among ourselves, at TAPESTRY, we covenant to:

- ***Treat one another with respect and civility***
- ***Live with integrity and responsibility***
- ***Cultivate Openness and Transparency***
- ***Make official decisions through the democratic process***

To learn more about this covenant and how to fully live it please find additional details in ***Living the Covenant*** from the Tapestry website.



## **Tapestry, A Unitarian Universalist Congregation Covenant of Right Relations**

### ***Living the Covenant***

In pursuit of the ideals of a beloved community which support our 7 Unitarian Universalist Principles, and to promote constructive relations among ourselves, at TAPESTRY, we covenant to:

#### ***Treat one another with respect and civility***

- Honor diversity of individuals and of ideas
- Demonstrate civility, empathy, and compassion
- Speak of issues rather than the merits of individuals
- Listen thoughtfully and seek understanding

#### ***Live with integrity and responsibility***

- Be aware of our personal values and their relationship to our roles in the congregation
- Be open, truthful, and fair
- Accept the responsibility of helping the congregation to make decisions and do its work
- Honor collective decisions, even when we do not agree

#### ***Cultivate Openness and Transparency***

- Make congregational activities safe places for open discourse
- Listen deeply and speak honestly
- Communicate constructively
- “Frame” issues for accuracy and understanding rather than distort them for persuasive advantage

#### ***Make official decisions through the democratic process***

- Follow the congregation’s bylaws and formal procedures
- Honor dissenting points of view
- Gather information through discussion and strive for consensus
- Achieve official decisions by majority as per the bylaws
- Faithfully carry out official decisions

**In order to resolve conflicts and misunderstandings that occur in all human endeavors, we, the Tapestry community, agree to abide by this covenant and to follow our adopted policies and procedures when they are needed. Please refer to the **Tapestry Conflict Resolution Policies and Procedures** for details.**