



Tapestry: A Unitarian Universalist Congregation

Title: Tapestry Covenant of Right Relations	
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Approval Signature: Julia Rampone Title: Board President	

Overview

Purpose Holding each other accountable is part of what it means to live in community and honor our principles. A covenant is a promise that we of Tapestry make to one another.

Expected Outcome In dealing with one another, members will abide by this covenant as stated in this policy in order to maintain the ideals and values of a beloved community.

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Overview, Continued

Definitions

The table below defines the terms and acronyms used in this document:

Term	Definition
Covenant	“Covenant” is Latin for “come together” and means a “solemn agreement” or “promise from the heart” regarding a course of action between parties.
Right Relations	Right Relations are the way we agree to be with one another in religious community. There are three components to Tapestry’s approach to living Right Relations: <ol style="list-style-type: none">1. Covenant: A general statement of Right Relations approach and philosophy2. Guidelines: Suggest practical ways that the Right Relations philosophy can be put into practice.3. Conflict Resolution Process: Suggested steps to take when we inadvertently fail to fully act consistently with our Right Relations philosophy and create a situation where potentially hurtful conflict might occur.

References

Tapestry Conflict Resolution Process

The Covenant of Right Relations

Our Congregational Covenant

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** on page 4.

What We Agree To

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.

Living the Covenant

Treat One Another with Respect & Civility

This means:

- 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
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Live with Integrity and Responsibility

This means:

- 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
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Cultivate Openness and Transparency

This means:

- 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
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Make Official Decisions through the Democratic Process

This means:

- 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
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