

## 2018-19 RIGHT RELATIONS CHARTER

### Section A: Name

1. What is the name of your group?

Right Relations Committee (RRC)

### Section B: Purpose

1. What is the purpose of your group?

- > Explore and implement approaches to embed Right Relations ideals and practices within a restorative framework into East Shore Unitarian Church (ESUC).
- > Introduce, maintain and practice right relations skills within ESUC to build a loving, trusting and healthy congregation. This will be done using national UUA Right Relations guidelines and local church models.
- > Oversee the Right Relations Facilitation Team to include training and recruitment of new members as needed and other responsibilities that arise.
- > Serve as a resource to the Board on matters of right relations.

2. How is your work related to one or more of our Unitarian Universalist Seven Principles?

Our work is related to all Seven Principles. However, the first three are most related as follows. The inherent worth and dignity of every person will be enhanced by those using and those impacted by right relations. Justice, equity and compassion in human relations will be enhanced by right relations. Right relations promote the acceptance of one another and encouragement to spiritual growth in our congregations.

3. How does your group connect with East Shore's Mission and Vision?

- > The RRC is responsible for helping individuals and groups to develop the awareness, intent and skills necessary to practice love, explore spirituality, build trust and therefore community, and promote justice within our beloved community.
- > The RRC also adheres to East Shore's Covenant of Right Relations and promotes trust and justice by ensuring that all voices are heard, and all dimensions of diversity are represented at all levels in the "work" (truly living the mission, the vision, and our UU principles) of the church.

4. In order to intentionally live our mission in our daily team work, a set of Right Relations guidelines is recommended for all Committees and Teams. Do you have an agreed upon set of guidelines?

- > The RRC has developed Right Relations Guidelines to assist in its work.
- > The RRC maintains a “menu” of Right Relations Guidelines for use by all other groups, as they see fit, in creating Right Relations Guidelines germane to their mission and work.
- > The RRC will assist groups in developing guidelines as requested.

5. What relationship does your group have, if any, to the 2018/19 Ends? Ends are East Shore’s goals.

The RRC’s overall goal is to assist the membership, friends, and staff of East Shore in embedding principles and practices of right relationship, restorative justice practices and non-violent communication within the fabric of our congregation. This overall goal relates most directly, but is not limited to, the 2018-19 Board Goals as follows:

- > Inspiring a healthier culture at East Shore which, in turn, will inspire and grow membership.
- > Nurturing a sustainable Beloved Community by making measurable progress in moving our congregation from multi-culturally aware to anti-racist.
- > Leveraging the value of our infrastructure resources within the larger community.

6. What are your group’s specific goals for the next year? What impact do you expect from your efforts? If an activity is listed, what result do you expect from it? How will you evaluate the impact of your efforts?

- > Further the work of, and provide support for, the Right Relations Facilitation Team to coach individuals experiencing interpersonal conflicts.

It is expected that these efforts will build trust and increase the congregation’s capacity to address conflict constructively, and so increase the depth and health of relationships at East Shore. The RRC will track the number and category of requests and solicit feedback from those going through the coaching process, to help evaluate the work and impact of the RRC and Facilitation Team to support the 2018-19 Board Goals.

- > Support the processes and “work” of the church by offering “Right Relations Meeting Support” services within meetings as requested.

It is expected that teams will demonstrate greater intentional inclusion of and respect for diverse voices, create collaborative decision-making models, and will have a more spiritual approach to accomplishing tasks by prioritizing relationships. The RRC will track the number of requests to help evaluate the work of the RRC and RRFT and groups requesting process observation. This will support the 2018-19 Board Goals and will assist in evaluating the impact of this effort. The RRC will also ask for feedback and stories of challenges and successes from both leaders and members of church teams.

- > Establish small-group and large-group trainings within the congregation for lay leadership and other interested parties in the use of right relations skills based on restorative practices and non-violent communication.

Some large group training will involve Restorative Practices and Non-Violent Communications. Small-group circle work will build these skills while developing trust and empathy within small intimate groups of people. Feedback and stories from participants in these trainings and circles will be solicited. The RRC will track participation and feedback to help evaluate the work of the RRC and RRFT. This will support the 2018-19 Board Goals and will assist in evaluating the impact of this effort.

> Establish East Shore's Covenant of Right Relations as central to the "work" of the church. Individuals and teams will use the Covenant as a basis for evaluating their relationships and interactions, and the way they handle conflict. Feedback from individuals and teams will be solicited. This will support the 2018-19 Board Goals and will assist in evaluating the impact of this effort

> Practice, model and embody trust building and the challenging cultural shifts we are seeking to embed in the church.

It is expected that this will help us understand the true challenges of living our faith and deepen our understanding of the challenges to trust-building and culture-shift that exist within the various dimensions of the church.

### **Section C: Group Structure, Leadership & Decision-Making**

1. Where does your group fit into East Shore's organizational structure – as a Board Committee, Ministry Team or Core Team? Who is your staff liaison or partner?
  - > The RRC was established as a Standing Committee of the Board in May 2018.
  - > The staff liaison is the Director of Life Long Learning.
2. What are the minimum and maximum number of participants? To ensure community representation, no fewer than five members is recommended. If you have fewer than five members, please explain. Who are your current team members?

The ideal minimum and maximum number of participants has not been determined. Current members include:

Louise Wilkinson, Chair

Aisha Hauser, member and Staff Liaison

Mark Norelius, member and Board Representative

Mary Anderson, member

Jose Garcia, member

3. What are the leadership roles and responsibilities within your group?

Aisha is our advisor, staff liaison and fabulous cook. Louise is our Chair and leads meetings, generates ideas and liaisons with the professional community in the field of right relations. Mary handles communications and networking within the church community. Mark liaisons with the board and represents Right Relations in the Holly House Development Task Force, and Jose generates ideas and provides perspective, instruction, and insights into cultural diversity and the

impact of current church cultural dynamics on people of color. All of us support trainings in their details, from planning to cooking to sound.

4. How are leaders determined, and what are their term limits? Committees, please explain any differences from the term limits recommended in the Overview Section above.

The RRC chair will serve a 3-year term that can be renewed. The RRC Chair will be approved by the Board of Trustees.

5. What, if any, are the term limits for your members? Committees please explain any differences from the term limits recommended in the Overview Section above.

RRC members will serve 3-year terms that can be renewed. RRC members will be approved by the Board of Trustees.

6. How are decisions made in your group (consensus, majority vote, officers, super majority percent)? What quorum is needed? Is email vote allowed?

Decisions are made by consensus. Decision-making via email is permitted.

7. How are records kept and passed on for your group? If you are a Board Committee, what one person on your team will send the meeting minutes to the Chair of the Archives Team?

> The work of the RRC is strictly confidential, therefore no formal minutes are kept.

> As appropriate, Mark Norelius ensures that non-confidential work of the RRC is reported to the Board of Trustees.

> As appropriate, non-confidential work of the RRC is reported to Archives.

8. How are members recruited and oriented to your team?

Recruitment to the RRC is accomplished by the RRC based on representation of different perspectives and areas of church involvement, and on the capacity of individuals to be open to the spiritual work that is involved. New members are oriented through circle work, trust-building exercises and sharing of history and goals.

Members of the RRFT are recruited by the RRC through general invitation to apply, and applications are evaluated by the RRC based on skills, openness to personal exploration and learning, and trust of the congregation.

9. What, if any, qualifications are required for membership or leadership?

> RRC and RRFT members are selected based on representation of diverse groups and perspectives with the congregation, including those not represented in

church governance. Members need to exhibit the capacity to be changed by this work, and exhibit commitment to the health and welfare of the church as a UU faith community. Members must be widely trusted within our community and exemplify right relations practices within the larger community.

> Members of the RRC must be members of East Shore. Members of the RRFT must be closely affiliated and committed to East Shore, but do not have to be member.

10. How does your group communicate and collaborate with the larger East Shore community?

> The RRC sponsors workshops, writes for the Blast and Beacon, corresponds with individuals, and shares and encourages communication from the pulpit.

> The RRC invites teams to use right relations guidelines and supports them to embed right relations principles into their interactions.

> The Right Relations Facilitation Team collaborates with individual congregants and teams to help address conflicts and build the skills to address them.

> In order to maintain confidentiality, meetings of the RRC and RRFT are closed.

11. What one person on your team is authorized to approve communications publicized by Staff? Who is the designated back up person?

Mary Anderson is the designated communications representative. All communication is approved by the entire committee. Any committee member can serve as back-up upon request.

12. What types of decisions is your group authorized to make?

> The RRC is authorized to make decisions necessary to build and maintain a Right Relations program at ESUC in alignment with church By-laws, Board Policies, Staff Procedures, and Board approval, direction, or delegation of authority.

> The RRC is authorized to create trainings and circles for congregants. The RRC is authorized to select, train, and plan activities of the RRFT

13. What kinds of recommendations, if any, does your group make and to whom (Board, Minister, Staff, congregation)?

> The RRC recommends workshops and use of outside expertise to the Board, minister and staff as necessary and when there are associated financial obligations.

> The RRC recommends processes and plans to the Board, Lay Leadership, Staff including minister, and members.

> As requested by the Board and/or Nominating Committee, the RRC may provide membership recommendations for committees and task forces.

> If requested, the RRC may advise the Board on matters of right relations and restorative frameworks.

14. Does your group plan to sponsor any outside groups to use the church facilities? If so, please see Board Policy 1.16a and the Staff Procedures for Sponsorship of outside groups.

In 2019 the RRC plans to sponsor a Seattle-based Restorative Justice group to do trainings in Restorative Justice and Non-Violent Communications. The RRC will ensure adherence to Church by-laws, Board policies, and Staff Procedures.

15. What is the expectation for longevity of the group and the plan, if any, for disbanding the group?

The RRC serves at the pleasure of the Board of Trustees.

#### **Section D: Finances**

1. Will your group present a budget proposal to the Budget Team next year?

The RRC will propose an annual budget when requested.

2. If the Operating Fund is unable to grant the full amount of your budget request, will the group reduce its expenses or do its own fundraising?

Other funding sources will be considered as necessary.

3. If your group plans to do fundraising, please describe how it will go about this. If you plan to solicit donations, use the following wording: "Your donation goes to East Shore's operating funds which supports (name of your team) and other programs."

There are no plans at this time.

4. What kind of decision process exists for how money is used?

Consensus.

5. Which one person on your team is authorized to approve team expenses? Who is the designated back up person?

Chair, Louise Wilkinson. The Chair will designate a back-up as necessary.

6. Does your group have the need for a Prudent Reserve (funds set aside to hedge against a contractual liability)? If so, how much and what for?

No contractual liability.

