

2021-22 Board Covenant

We covenant to hold the Eight Principles of Unitarian Universalism, the Mission of ESUC, and the ESUC Right Relations Covenant as the touchstones for all actions and decisions we make as a Board. We recognize that how we hold and treat each other and the congregation is the spiritual ground from which grow the actions and decisions that support the health and welfare of the church now and in the future. We aspire to lead by example, filled with good will for all present and the full congregation, and calling forth the best in all congregants, empowering their strengths and contributions. We support the entire congregation by contributing our best selves and our best gifts in trust for future generations.

Agreements/Guidelines/Intentions to consider:

We specifically aspire to:

1. **Communicate fully, honestly, respectfully and transparently to build trust.** Use “I” statements to speak from our own experience.
1. **Listen openly and carefully** to one another, considering different styles of processing, and personalities to respect one another more deeply.
2. **Engage in healthy conflict**, use our courage to bring up difficult conversations. Show up with the possibility of being changed.
3. **Be accountable to our impact** on others by receiving, reflecting, and acting on feedback. Find a trusted friend/guide to help us in this process.
4. **Strive to reach consensus** by using constructive dialogue which ensures that everyone is heard and keeps the whole of the congregation in mind. Uphold the decisions of the Board in the wider congregation, while acknowledging the value of continued dialogue.
5. **Lift up people who are not being actively represented** in the room, particularly those who are most often marginalized in our community. Find ways to bring them into actions and decisions.
6. **Consciously attend to the power dynamics** inherent in our relationships due to race, gender, class, role, etc. Tend to how we use our own power and bring to the table misuses of power.
7. **Follow through** on commitments being mindful of our capacity. We will make our personal boundaries clear to each other and strive to respect each other’s time.
8. **Actively engage in policy based governance**, seeking to clarify roles and responsibilities, uphold legal duties, and support the entire organization.
9. **Maintain confidentiality** by holding space to discuss sensitive issues.

Covenant and Guidelines Addendum:

UUA PRINCIPLES: *From the UUA Bylaws, Article II, (currently being revised):*

We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote

1. The inherent worth and dignity of every person;
 2. Justice, equity and compassion in human relations;
 3. Acceptance of one another and encouragement to spiritual growth in our congregations;
 4. A free and responsible search for truth and meaning;
 5. The right of conscience and the use of the democratic process within our congregations and in society at large;
 6. The goal of world community with peace, liberty and justice for all;
 7. Respect for the interdependent web of all existence of which we are a part
- And Adopted at East Shore on June 13, 2021:
8. Journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.

EAST SHORE MISSION: (circa 2017)

We practice love, explore spirituality, build community, and promote justice.

EAST SHORE COVENANT OF RIGHT RELATIONS: (circa 2018)

This is a living document serving as the foundation of how we will interact within our church community. The covenant will always support the mission and vision of East Shore, but it can and will be changed, edited, and tweaked whenever the times and circumstances dictate.

We respect and honor our beloved community, ourselves, and others when we:

- Enter this space with a spirit of gratitude for this community and share it openly.
- Hold this community as sacred, balancing our personal spiritual needs with those of others to preserve a brave and safe space.
- Openly share our real selves, being vulnerable and trusting.
- Seek the joy and richness of diversity of people, experiences and culture. Embrace the voices and leadership of marginalized people in all areas of the church.
- Listen to others to discover their deepest needs and intent, with a willingness to be changed.
- Speak our perspective with honesty and respect, recognizing and caring about the possible impact on others.
- Commit to personal life-long learning of skills to help resolve and restore relationships through healing and forgiveness.
- Support the success of our staff, minister, board, and our congregational groups and committees.
- Strengthen and promote the values of our beloved community and Unitarian Universalism and carry them into the future and the larger world.