

**Members of New Brackett Church
Agree to These Foundational Commitments to Nurture Right Relations**

Our Covenant

Our commitment is to be ourselves together.

And so, we strive to practice:

- Honoring the divine in each of us
- Tending honestly and kindly to differences and tensions
- Remaining open to change
- Fostering a spirit of play and joy
- Being accountable for collective care
- And trusting in the presence of the Divine on our journey

In these ways we seek to be a beloved community

Personal Steps to Live the Covenant in Times of Conflict**

I agree to communicate respectfully, honestly and directly and listen to others with thoughtful consideration. I will take personal responsibility for my own conduct and its impact on the health of the congregation, whether I am involved in conflict or I observe conflict between others.

When I am involved in conflict, it is my responsibility to first process my feelings with self-reflection and empathy for other viewpoints, and then attempt to engage the other party in direct communication, with or without mediation assistance.

I agree to bring continuing conflict into the process chosen by the congregation, to seek resolution and reconciliation, while ensuring all parties are heard and understood.

I will uphold and trust in the process by which we have chosen to govern ourselves. I agree to allow reasonable time for this process to be completed. If, for some reason, I lose confidence in the process, I agree to maintain respectful communication while seeking an appropriate and fair way to resolve my concerns about the process.

I will recognize that decisions, whether I agree or not, are the outcome of the processes by which we have chosen to govern ourselves.

I will do my best to forgive myself and others if our efforts fall short.

**Adapted from "Conflict Management Procedures and Guidelines," Unitarian Universalist Society, West Lafayette, IN.