

Draft 9/24/2023

Accountability for Right Relationships is Shared

The shared goal is to live the reality of our Covenant. Accountability for making this happen day to day is shared by all of us. In addition, certain individuals and groups have unique roles and responsibilities.

The full church community, individually and as a group, covenants to:

- Look to the Covenant for guidance on how we aspire to live together
- Understand and support restorative processes* and be accountable for a culture of collective care
- Encourage people in conflict to engage in the process outlined in these pages
- Participate in communal learning to deepen the ability of all to tend honestly to differences and interpersonal conflict

The Right Relations Team role is to:

- Lead the community to raise awareness of the Covenant, of the culture that supports right relations, and of the skills we need in order to truly honor the divine in each of us
- Support individuals needing assistance with direct conversations
- Serve as a starting point for more formal restorative processes
- Bring to the attention of the board and/or pastor situations that are not in accord with the Covenant and community wellness (while honoring individual confidentiality)

The Board role is to:

- Adopt policies and procedures to ensure community safety and support right relations
 - Safe Sanctuary Policy
 - Conflict Management Process
 - Destructive Behavior Policy
- Appoint leaders and fund training to build skills in these areas
- Receive and consider appeal requests from those in conflict
- Be responsible for approving any decision to remove someone from leadership, or from engaging in specific areas of church life, or from church membership, whether temporarily or permanently, as outlined in the Destructive Behaviors Policy

The Pastor role is to:

- Provide pastoral care for all
- Foster a spirit of play and joy
- Create worship that supports cultural shifts, bring forward theologies and spiritual practices that can support our engaging in conflict and restoration
- Keep strong boundaries in situations involving conflict between congregants: rarely taking a side
- Rarely, if ever, lead a conflict resolution process
- Provide clear leadership in the moment, when disruptive behaviors emerge.

***restorative processes:** pathways that help move individuals or groups from conflict towards resolution and reconciliation.