# RELATIONAL COVENANT OF
# THE FIRST UNITARIAN SOCIETY OF MADISON

Within our commitment to journeying toward spiritual wholeness by working to build a diverse, multicultural space, we form this covenant. We seek to create a brave space, a space to celebrate each person's unique abilities, a space to grow and build a bond between our selves and each other; a joyful and compassionate space. When issues arise and this covenant is called upon, it is important to trust foremost that everyone is doing their best.

## The Spirit With Which We Approach One Another

- Make a choice to remain in relationship, in good faith, over and over again even as we disappoint.
- Assume and remember that all have the best interest of the congregation at heart.
- Maintain open and generous minds and hearts.
- Practice radical hospitality, welcome, and inclusion.
- Support equity, diversity, and involvement of all.
- Relinquish the need to be right; lots of roads lead to the same end.

## Communication

- Practice direct communication. Focus on the problem/behavior, not the person.
- Listen deeply. Make "I" statements. Seek to understand before responding.
- Accept that conflicts are inevitable.
- Participate appropriately; act or yield as needed.

## Personal Responsibility

- Take responsibility to acquaint ourselves with FUS; support FUS financially and volunteer when possible toward the good of the community.
- Accept skilled help when we cannot reach an agreement or reconciliation.
- Strive to balance individual needs with the well-being of the community as a whole.
- Consider our personal role in an issue before seeking solutions elsewhere.

## Appreciation for Staff and Volunteers

- Provide clear expectations, transparent lines of communication, and steadfast love and support for the leadership within our congregation.
- Cultivate an attitude of gratitude for the contributions of all.

*Final draft approved by Relational Covenant Task Force on June 1, 2021.*
*This document is subject to change when deemed necessary.*