

## Preamble

As members of the Board of Trustees of the First Universalist Church of Minneapolis, we bind ourselves together, willingly, in this covenant in order to form a more beloved community rooted in our UU values of interdependence, pluralism, justice, transformation, generosity, and equity, with love at the center.

We covenant for moments of peace and conflict, and recognize the continuous need for reconciliation.

## Board covenant

### **Love is the spirit of this church**

1. Honor the sacred nature of our collective work and engage in it with a perspective of hope, gratitude, humility, and joy.
2. Empower each other to use our universal wisdom and to speak our truths.
3. Approach each other with an attitude of appreciation for the energy, time and commitment to this community.
4. Be an active and engaged member of the church community, tending to the work of our spirits, individually and collectively.

### **And service is its law.**

5. Ground ourselves and our actions in the trust that we have been given as stewards of this church.
6. Keep with the spirit and letter of the board's formal governing documents (bylaws, governing handbook) when forming policies, procedures, and practices, all in pursuit of its mission and visionary goals.
7. Actively participate in discussions and decision-making processes and integrate the diverse perspectives of the larger community we serve.
8. Communicate board decisions to the congregation with care and clarity.
9. Hold ourselves accountable to our commitments and share the work.

**This is our great covenant:**

**To dwell together in peace,**

10. Remember that peace is messy and creating peace among us is a challenging, ongoing practice that helps us build trust, belonging, connection, safety, and security.
11. Commit to staying in community, knowing that conflict is inevitable when humans come together.
12. Conduct ourselves with respect and dignity towards each other, practicing dialogue that is truthful, kind, necessary, and timely.
13. Seek to build a trusting relationship with the congregation by using with discernment communication, disclosure, transparency, and confidentiality as tools.
14. Apologize for harms inherited and those that will inevitably happen as we work toward peace, and be accountable for repairing and changing behaviors.

**To seek the truth in love,**

15. Recognize differences as the inherent goodness of our community and that diverse perspectives hold the strongest degree of truth.
16. Seek out and encourage intercultural diversity among Board members.
17. Form policies, procedures, and practices with the understanding that truth and meaning are ever evolving.

**And to help one another.**

18. Trust that the board cooperates as a system that is more than the collection of its contributions, in its challenges and opportunities.
19. Value the varied ways people engage.
20. Offer and receive – not too much, not too little.
21. Seek joyful ways to give, learn and grow.