

UUCA Staff Covenant

We enter this covenant to cultivate and sustain creative and effective working relationships. Our goal as a staff team is to do all we can to further the congregation's mission of encouraging and supporting people's individual spiritual quests out of which they act together for social justice. We ask for the congregation's support in helping us observe this covenant.

We, the staff of the Unitarian Universalist Congregation of Atlanta, make the following commitments to each other:

A. Commitment to Team-Focus

1. Privately and together, we will engage in constructive conversations intended to enhance team work, since we recognize that we function within an interdependent web of leadership. At the same time, we are each in charge of different portfolio areas, and therefore we will strive to respect each other's unique work and direct questions to appropriate people.
2. We will start from a place of curiosity and assume good intentions as we strive to get on the same page. We will deal in issues and behaviors, not personalities.
3. We affirm the gifts each staff person brings, and we will seek to support each other in fulfilling our varied responsibilities in positive ways. We will be generous with our gratitude and praise for our fellow staff members, and encourage people to communicate their compliments directly.
4. In our deliberations we accept the fact that differences of opinion are expected and welcome, but once a decision has been made, we will all support it and present a united front to the congregation.

B. Sustainability

1. We commit to the vision of sustainability, environmental and otherwise, and we will make the best choices we can to be good stewards of our resources.
2. We accept the fact that we are each only one person, and while there is so much to be done, and so much that is important to do, we must honor our limits of time and energy. We will say yes whenever possible and no whenever necessary. We promise to the best of our ability to practice sustainable leadership and model a healthy work-life balance.

C. Professionalism

1. We will maintain clear personal and professional boundaries while respecting the boundaries of others. In the public eye, we will model professionalism of behavior.
2. We will work respectfully and cordially with the Board and other congregational leaders, remembering we are all on the same team.
3. Sensitive information will not be used or shared inappropriately. Conversations about pastoral concerns will be held confidential unless expressly indicated otherwise.

D. Healthy Relationships

1. In fielding concerns from congregants about fellow staff members, we will follow the UUCA Covenant of Healthy Relationships.
2. Our model for handling complaints or concerns within the staff team shall be:
 1. Ask the person to approach the staff member directly, and, as needed, help this person get clearer about the issue at hand (a) without taking sides, and (b) keeping the conversation confidential;
 2. Or, if helpful, offer to go with the person to speak to the staff member; and remind them of conflict management resources available within the congregation;
 3. Otherwise, the matter will be dropped.
 4. Triangulation—as when one person takes another person's complaint as his or her own, takes sides, and/or shares the complaint with others—is to be avoided.

E. Not Perfectionism, But Progress

We acknowledge that perfectionism is an obstacle to growth. As part of our commitment to excellence, we will view our mistakes as opportunities for personal and professional development and sometimes even openings for creativity and new perspectives.