

# Covenant of Good Relations (Revised 2026, Shared Ministry Team)

## Unitarian Universalist Church of Spokane

### Preamble

As members and friends of the Unitarian Universalist Church of Spokane, we covenant to nurture a community grounded in kindness, respect, and shared responsibility.

Our congregation values freedom of belief, independence of thought, and diversity of experience. At the same time, we recognize that a healthy community requires care in how we treat one another.

This covenant describes the spirit in which we seek to live and work together. It is not a set of rules, but a shared commitment — between ourselves, fellow congregants, our minister, staff, board, and the wider community.

By affirming this covenant, we strive to conduct ourselves in ways that strengthen trust, goodwill, and harmony within our congregation.

---

### Good Relations with Myself

1. I will take responsibility for my own well-being so that I may contribute positively to my community.
2. I will treat myself with kindness and respect.
3. I will be honest with myself and attentive to my own growth.
4. I will respect my limits and boundaries and say “no” when needed.
5. I will communicate my needs appropriately and respectfully.
6. I will remain open to change and learning.
7. I will welcome diversity of thought, identity, and experience.
8. I recognize that I am imperfect. I will seek forgiveness, offer forgiveness, and make amends when needed.
9. I take responsibility for my own spiritual and personal journey.
10. I will strive to live according to my values and with integrity.

---

### Good Relations with Congregants

1. I will help create a welcoming community by greeting others, introducing myself, and learning names.
2. I will extend hospitality to newcomers and help them feel at home in this congregation.
3. I will treat people of all ages, identities, and backgrounds with dignity and respect.

4. I will communicate thoughtfully and kindly — respecting confidences, avoiding gossip, and listening as well as speaking.
  5. I honor each person's freedom of belief and personal journey.
  6. I will contribute to the life of the congregation as my time, abilities, and interests allow.
  7. I will appreciate and encourage the contributions of volunteers and leaders.
  8. I will not claim ownership of roles or tasks when others wish to participate.
  9. I will support the congregation through financial giving and other contributions according to my ability.
  10. I will remain informed about congregational life and participate in our democratic process, respecting its outcomes.
  11. When conflict arises, I will seek respectful and direct communication with those involved. If resolution is not possible, I will remain open to mediation or other supportive processes.
- 

### **Good Relations with the Minister**

1. I will treat the minister with dignity, respect, and kindness.
  2. I will respect the minister's personal time and family life.
  3. I will offer appreciation and encouragement when it is deserved.
  4. If I have concerns related to ministry, I will communicate them respectfully and through appropriate channels, such as directly with the minister or through the Shared Ministry Team.
  5. I will support the minister's responsible freedom of the pulpit.
  6. I recognize that each minister brings unique gifts and perspectives to the congregation.
  7. I understand that relationships require initiative; if I wish to be known by the minister, I will take steps to connect.
  8. With permission, I will alert the minister to congregants who may need care or support.
  9. I support providing fair and reasonable compensation for the minister.
  10. I recognize that ministry in this church is shared among the minister, staff, leaders, and congregants.
- 

### **Good Relations with Staff**

1. I will treat staff members with courtesy, appreciation, and respect.
  2. I will acknowledge the work staff do on behalf of the congregation.
  3. I will respect staff members' time, roles, and professional responsibilities.
  4. I will collaborate with staff to ensure that requests are clear and reasonable.
  5. If concerns arise related to staff responsibilities, I will communicate them directly and respectfully.
  6. I support providing fair and reasonable compensation for staff.
-

## **Good Relations with the Board of Trustees**

1. I recognize the Board of Trustees as an important steward of the congregation's mission and governance.
  2. I will express appreciation for the board members who serve the congregation.
  3. I will remember that board members are volunteers offering their time and effort in service.
  4. I will communicate concerns respectfully and through appropriate channels.
  5. I will provide feedback when requested and remain informed about board decisions.
  6. I support the right of congregants, staff, and the minister to share concerns with the board.
- 

## **Good Relations with the Wider Community**

1. I will strive to live in ways that promote compassion, justice, and equality in the world.
  2. I will support service and volunteer efforts that benefit the wider community.
  3. I will encourage congregants to participate in community outreach and social action.
  4. I will help represent this congregation with integrity in the Spokane community.
  5. I will act responsibly in local and global matters to promote peace, freedom, and justice.
  6. I will respect the interdependence of all existence and care for the natural world.
- 

## **In Closing**

We recognize that living in covenant requires intention and care. When we fall short, we will strive to respond with honesty, humility, and a willingness to repair relationships.

By modeling these values and gently encouraging one another to do the same, we strengthen the trust and spirit that sustain our congregation.