

Staff Covenant First UU Syracuse, NY

The purpose of this covenant, signed and dated by each member of the staff, is designed to foster communication between each of the staff members in the performance of his or her duties as employees at First UU.

I agree to observe the following to the very best of my ability:

- 1.) I understand that my program/activity is only one part of the whole which constitutes church life at First UU. I will treat each of my colleagues and their responsibilities with the respect that they deserve.
- 2.) Working as a team, I recognize that in order for each of our respective programs or activities to function at its best, I will consult with others when my program/activity may conflict with those of my co-workers before implementation.
- 3.) As paid church staff, I understand my special responsibility as professional, entrusted with the welfare, and confidences of my congregation, to uphold the highest standards of behavior, in my professional relationships with staff and congregants.
- 4.) As a member of the staff, I agree that as a paid employee at First UU, I will refrain from serving on any committee as a committee chair or as a voting member, other than that assigned to me in an advisory as required by my contract.
- 5.) If at any time a conflict occurs, between myself and another staff person, or in the course of my employment, I will first express my issue(s) directly to the individual(s) involved at a mutually agreed upon time to allow for appropriate discussion.
 - a) After discussion, should an issue remain unsolved, it shall be brought to The Minister for mediation. Should that fail, or in the event the minister is directly involved in the issue, The Committee on Ministry shall intervene. Should that negotiation fail or remain unresolved, the Board of Trustees, shall appoint an objective Human Relations Committee from their officers and a recommendation shall be made to the Board in the best interest of the congregation and all parties involved. In the event a special meeting of the Congregation is warranted to determine the outcome, I will abide by their decision.
- 6.) I will do everything in my power to work co-operatively with my colleagues as a team, at times understanding that the team decision may not always reflect my personal needs or position

Signed: _____ Date: _____