



## Staff Covenant

The purpose of this covenant, signed and dated by each member of the First Unitarian Universalist Society of Syracuse (First UU) staff, is designed to foster communication between each of the staff members in the performance of their 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 society life at First UU. I will treat each of my colleagues and their responsibilities with the respect 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 Society staff, I understand my special responsibility as a professional, entrusted with the welfare and confidences of the First UU congregation, to uphold the highest standards of behavior in my professional relationships with other staff and congregants.
4. As a paid employee of the First UU staff, I agree to refrain from serving on any committee as a committee chairperson or as a voting member, other than that assigned to me in an advisory capacity as required by the contract.
5. As a paid employee of the First UU staff, I will belong to my respective professional Association as is available (UUMA-the Unitarian Universalist Minister's Association, LREDA-Liberal Religious Educators Association, UUMN-Unitarian Universalist Musician Network). The cost of belonging to these organizations will be covered by my professional expenses.

6. If at any time a conflict occurs, between me and another First UU staff person, or in the course of my employment, I will first seek support and consultation from my Good Officer through my respective professional organization. I will then express my issue(s) directly to the individual(s) involved at a mutually agreed upon time to allow for appropriate discussion.

After discussion, should an issue remain unsolved, it shall be brought to the First UU Minister for mediation. Should that fail, or in the event the minister is directly involved in the issue, I know I can contact First UU's CER (Central East Region) contact person for support and advise and I will seek a meditative process, with my Good Officer being one of the mediators and the Good Officer of the other staff person being the other mediator. Should that fail to achieve the desired results, the Officers of First UU in consultation with the Good Officers will make a recommendation in the best interests of the congregation and all parties involved. A special meeting of the congregation may be warranted to determine the outcome. I agree to abide by the decision that is made.

7. 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 position or needs.
8. In addition to this staff covenant, I also agree to abide by the First UU Covenant of Congregational Relationships (attached).

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Signature

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Date

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Print Name

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Title

# **Covenant of Congregational Relationships**

(Effective Date-4/13/2014)

We, the members of First Unitarian Universalist Society of Syracuse, adopt this Covenant to guide our interactions. We come together in community and fellowship from a common belief in the inherent worth and dignity of every person. In light of this shared value we agree to work together in creating an atmosphere of equality, trust and compassion within our congregation and the larger community.

As a Unitarian Universalist congregation, we are called to affirm and promote these 7 principals:

The inherent worth and dignity of every person.

Justice, equity, and compassion in human relations.

Acceptance of one another and encouragement of spiritual growth in our congregations.

A free and responsible search for truth and meaning.

The right of conscience and the use of the democratic process within our congregations and society at large.

The goal of world community with peace, liberty and justice for all.

Respect for the interdependent web of all existence of which we are a part.

The guidelines set forth in this Covenant are borne from these seven principals.

As members of First UU Society of Syracuse, we pledge to be in community together in the spirit of these guidelines. We aspire that this Covenant will strengthen our relationships and enlarge our sense of community. We commit to living and working with this covenant, revisiting and revising it as needed.

In this spirit we agree:

To extend a warm welcome to friends and visitors by working intentionally to ensure that here no one is a stranger.

To foster a community that embraces diversity in all of its manifestations in a safe, positive and nurturing environment.

To recognize that all people are free to make choices regarding their own personal and spiritual journeys.

To listen attentively, seek others' opinions and understand that differing values do exist within our religious community.

To be aware of our language and attitude towards one another.

To deal with disagreements constructively, communicating with others in an open, direct, respectful, caring and responsible manner and endeavor to be a part of the solution.

To recognize that youth are an integral part of our community and welcome them in all facets of this Society's life.

To show gratitude, support and respect to the staff and Society members who volunteer their time and talents in support of the programs and governance activities of the Society.

To support that which is the most beneficial for the overall health of the congregation.

To be responsible for ourselves, our words, our actions and our own feelings.