

## LOV (Living Our Values) - First Annual Report May 2020

The newly formed lay-staffed LOV Team provides problem-solving support to the ministerial team, focused on maintaining healthy relationships within the congregation.

Key elements of our formal charge include:

The purpose of the lay-staffed “Living Our Values” (LOV) Team is to serve as partners in building, maintaining, and repairing congregational relationships to ensure that we are living in alignment with our UUA covenant.

The Team will engage in its work of supporting covenant-based relationality through three modalities:

- Supporting covenant-based relationship in the absence of harm or conflict, through such proactive, skills-building activities as workshops, seminars, and discussion circles, among other possibilities.
- Addressing potential or actual harm in the moment, serving as proactive bystanders and reminders of healthy covenant and mutual care.
- Serving as facilitators and guides who assist/support the conversation, healing, recommittal to covenant, and affirmation of love & care that is sometimes needed after harm has been caused.

LOV Team members include: Cristy Cardinal, Mark Jagner, Jeannine LaPrad, Maryn Lewallen, Kathy McLean, Gregg Peterson, Ginny Preuss, Staff liaison Quiana Perkins

### Highlights

- LOV members spent the first 6 months in a process of formation -- engaged in a series of meetings designed to identify the mission, vision and purpose of this group, while also developing a covenant for working together.
- In October of 2019, members of the team led an after-service workshop on Belonging in alignment with the month's worship theme.
- In November of 2019, the group was formally introduced to the congregation and was given its charge.
- LOV co-sponsored a series of conflict resolution workshops along with the Shared Ministries Team and the Unity group.
- The group met at least monthly over the course of the year, teaching and learning from each other, engaged in the process of creating a new community of practice focused on becoming adept at listening, facilitating and guiding sometimes difficult conversations, and acting as proactive bystanders when necessary to prevent harm or to call one another into covenant.
- Since mid-March, LOV team members have taken the lead in hosting and lightly facilitating break out rooms during virtual Sunday Social Hours.