



Charge date: 2/10/20

The UUAA Living Our Values (LOV) Team

"... this is our covenant with each other: to dwell together in peace, to search for truth in love, and to help one another..."

PURPOSE:

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 UUAA covenant.

ROLES/RESPONSIBILITIES:

The work of the LOV Team will reflect UUAA and UU values, and the congregation's governing policies, and will seek to strengthen the shared covenant-based fabric of our community.

The LOV Team, and its members, will remain fair-minded in matters related to congregational life, not serving as a representative for individual congregants, the staff, the ministers, specific program areas of the congregation, or specific subgroups of the congregation. The needs of the UUAA community, as a whole, will always be held first and foremost at the center of all that the LOV Team does.

The LOV Team is committed to supporting and nurturing healthy, right relationship, and for embodying and modeling the fact that our community cares when harm has been caused, whether intentional or not, whether initially recognized or not.

The LOV Team honors the confidentiality of its internal reflection and deliberation processes, while committed to the transparency of information sharing and outcomes.

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, re-committal to covenant, and affirmation of love & care that is sometimes needed **after harm has been caused**.

SELECTION PROCESS & ACCOUNTABILITY:

The LOV Team will engage in the described roles and responsibilities as a **community of practice**. Recognizing that everyone possesses different skills and expertise, LOV is a team that is committed to reflecting, learning, and acting together, over time. Because this team functions as a 'community of practice,' rotation on/off the team will include a process of invitation and discernment in conversation with the chair, or co-chairs, of the team and/or the senior minister. We will strive to flexibly welcome in those who are committed to this work, and provide ways to graciously release those who need to move on, with an eye towards helping, over time, as many people as possible deepen their covenant-based skillfulness.

This team reports to the senior minister and will submit a periodic report on its activities to the congregation's Board of Trustees, as is helpful or requested.

COLLABORATIVE RESPONSIBILITIES:

It is anticipated that while the LOV Team will focus on matters relating to healthy relationship and the healthy embodiment of our UUAA covenant, there is often no way to discuss healthy relationship and interpersonal dynamics without also discussing the very specific programmatic or operational matters which are often the context in which relationship has gone awry. As such, while the LOV Team has primary responsibility for "right relationship" and covenant-based issues and the Shared Ministries Team (SMT) has lead on operational policies, processes, and communication, it is anticipated that both teams will work as closely together as is needed, modeling healthy, ongoing communication, collaboration, and when appropriate, joint action between the two groups.