

Staff Covenant

First Unitarian Universalist Church of San Diego

9/18/18

FUUSD Staff Anti-racism, Anti-oppression, Multicultural Mission Statement

We aim to dismantle racism and other oppressions in ourselves, in our staff team, and in the communities we serve by engaging in ongoing self-reflection, supporting and offering honest and compassionate feedback to one another, and re-envisioning the policies and practices of the ministries we serve.

We commit to encourage and trust each other to work in such a way that the Church's mission is evident and alive in our work and relationships. We covenant together to:

- take care of ourselves, and respect, listen and be generous with each other
- remember that the staff works as a team and we are committed to supporting and learning from each other
- use restorative justice practices when covenant is broken or strained
- support each other with honesty and openness to use our individual gifts in our ministries
- take risks, knowing experimentation is how we learn
- respectfully challenge ourselves and each other toward growth, considering the impact of our statements and actions, regardless of the intent
- celebrate each other's successes and offer acceptance and forgiveness when we fall short of our aspirations, knowing the work is in the process, not the outcome
- communicate with each other directly, respectfully and professionally with a goal of achieving clarity, connection and transparency
- encourage direct communication among members of the congregation to promote community
- keep confidentiality when needed