

## Staff Covenant

*As Winchester Unitarian Society staff, we covenant to bring care, integrity, collaboration, accountability and excellence to our relationships and our shared ministries:*

We do this by:

### Practicing basic civility

- We are patient with each other, recognizing the demands of our work at WUS and our lives outside the congregation.
- We respect each other:
  - We follow through on our commitments.
  - We arrive and conclude on time.
- We honor different work styles, temperaments, modes of communication within the group and seek to accommodate one another.
- We are mindful of our potential impact on others through microaggressions and other disrespectful behaviors.

### Engaging in healthy communication

- We commit to being open to direct and honest conversations, even in times of difficulty or conflict.
- We give honest feedback, both praise and constructive criticism, so we may all best serve WUS's mission and the congregation.
- We speak of each other positively with those outside the staff team.
- If we seek a change in a colleague's behavior, we speak with them to address the issue.

### Being mindful of accountability

- We recognize we are accountable to both the congregation and the world beyond it.
- We acknowledge we are responsible to one another, to the entire staff team and to members and leaders of the congregation, to the values of Unitarian Universalism and to the greater mission of the congregation, not just to those who supervise our work.
- Full-time staff intentionally represent the needs and perspectives of part-time staff in meetings and decision-making.

### Seeking Collaboration

- We identify ways in which our ministry areas intersect and actively look for opportunities for partnership towards a spirit of unity in the congregation.
- We practice transparency, trusting each other by sharing information about our program areas.

### Fostering a safe and dynamic culture

- We honor our personal vulnerabilities that emerge as part of our work together
- We allow each other the "freedom to fail" to stimulate experimentation.
- We honor each other's "no" to embolden when we say "yes."
- We strive to promote a collective ethic of shared agency, ministry and call.

*We all take responsibility in upholding and revisiting our covenant as needed.*