

## **Covenant of the Executive Team for Fox Valley Unitarian Universalist Fellowship**

Our work together springs from the Fellowship's "Principles for a Healthy Congregation." Upon that foundation we build this covenant.

- We promise to keep our eyes on the prize: the mission of this congregation is the Executive Team's primary and ultimate guide.
- We value mutuality, collegiality and collaboration, therefore we promise to bring open hearts and open minds to our work together. We will practice and cultivate honesty, trust, and appropriate vulnerability.
- We are responsible to one another for all, therefore together we promise to be accountable and to hold one another accountable for effective leadership. We promise to ask for help, to be open to help and to offer help when it would be beneficial. Likewise we promise to listen and to speak the truth as we see it, even when it is hard.
- As a Team, we speak with one voice. Our ideal is consensus, but if consensus cannot be reached, we will acknowledge and concede the greater authority to the person leading the ministry team most closely affected in the matter at hand and others may agree to stand aside for the sake of resolution and unity.
- We promise to balance confidentiality with transparency for the health of the congregation and to seek "the wisdom to know the difference."

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*Reaffirmed May 30, 2008*

*Reaffirmed September 29, 2009*

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*Reaffirmed October 2014*

*Reaffirmed August 2015*

*Reaffirmed September 2016*

*Reaffirmed September 2017*