

Unitarian Universalists of New Braunfels Guidelines for Covenant Violations at UUNB

Introduction:

The Board of Trustees (BOT) created this document, with guidance from the Committee on Ministry (COM), to clearly define how to handle covenant violations.

The BOT and COM agree that:

- “A covenant is not a contract; it is an aspiration. It cannot be enforced by consequences, but may be reinforced by forgiveness. It comes from the word covenir “to travel together.” We covenant to walk together across disagreements and dissent, cherishing the way we walk as dearly as any outcome.”
- the key means of restoring relations would best be achieved by underpinning the value of reconciliation as a practice of one’s faith.
- covenantal violations relative to “right-relations” and the underlying premise of “assuming good intent” should be addressed by a “designated representative”
- the designated representative should be the minister, Rev. Addae
- interventions should be enacted quickly and confidentially

Guidelines

- I. When a violation of UUNB covenant is witnessed by an individual(s), that individual should notify the parties of the perceived breach of covenant.
- II. The witness should inform those involved in the conflict that Rev. Addae will be contacted to support their reconciliation.
- III. Whether the witness confronts the situation or not, in order to facilitate a return to right relations, he or she should contact Rev. Addae as soon as possible, providing a detailed description of his/her perspective of the incident.
- IV. Rev. Addae will contact each party privately and independently, offering her support as a means to facilitate a face to face meeting as well as the option for her help in mediation as a means to assist in reconciling the relationship.

Adopted January 12, 2020