

UUCSR Right Relations Team Charter
Approved by the Board April 21, 2022

I. Right Relations Team Objectives

- A. Encourage healthy communication among UUCSR members and committees to help ensure that issues and concerns are addressed and resolved amicably and in a timely manner. Provide a conduit for members to convey ideas or concerns regarding the congregation's ministry to the minister or appropriate lay leaders.
- B. Oversee the overall health of the congregation by continually monitoring congregational life, modeling healthy and deepening relationships with members, staff and the minister.

II. Right Relations Team Policies and Procedures

- A. The Right Relations Team will have 5 to 7 lay members. The members of the Right Relations Team must have the trust of the congregation at large, the Board of Trustees, and the minister. They should be visible and available to the congregation. Ideally, the Right Relations Team represents the diverse mix of the congregation's interests.
- B. Each member must be a voting member of the congregation for a minimum of two years and have demonstrated concern for the congregation's well being. Other UUCSR leadership activities are allowable but Right Relations must take priority.
- C. The Right Relations Team will make recommendations for new committee members for the approval of the congregation.
- D. Terms of service will be three years, with members having staggered terms so that the Right Relations Team will always include experienced members.
- E. Term limits are two consecutive full terms.
- F. Meetings will be held monthly, with minutes recorded and approved by the Right Relations Team.

- G. All proceedings, including discussions and records, are to remain confidential.
- H. All decisions are by consensus, if possible; otherwise by majority vote.
- I. Issues are to be considered from any source provided it is specific, compatible with the Right Relations Team's charter, and not anonymous.
- J. The Right Relations Team will report to the Board of Trustees as requested and submit a written annual report to the congregation.
- K. The Right Relations Team member covenant:
 - 1. Place congregational well-being ahead of personal interests.
 - 2. Strive for reconciliation in conflicts or disputes.
 - 3. Facilitate resolution of issues but accept possibility of failure.
 - 4. Respect confidentiality of matters before the team.
 - 5. Within the team, speak openly and passionately; outside the team, speak with one voice.
 - 6. The team's authority comes from the congregation. Work to build and nurture that trust.

III. Limitations

- A. Full compliance with the bylaws, the congregational mission and vision, and the Board of Trustees' approved policies and long range plans is required.
- B. Prior Board of Trustees' approval is required for spending of non-budgeted money.
- C. No activity is permitted in conflict with charters or responsibilities of other committees or persons.