

Responses were collated in Oct/Nov to create our Congregational Covenant based on member feedback from the Sept. service. Please review this Covenant to discuss at our Dec 4 session after church:

*"In collective commitment to First Parish's mission, vision, and our UU values, as a community of practice **We Covenant** together by-*

### **WELCOMING and INCLUDING:**

Greet people warmly; Listen intentionally and compassionately; Wear our nametags; Welcome newcomers into conversation; Get acquainted with someone new each Sunday; Engage with those who may appear different from you

### **LEARNING and CONNECTING:**

Explore our own spiritual leadership and transformation; Deepen our UU faith; Actively confront our assumptions through critical and studied examination of the forces that disadvantage some and privilege others; Challenge bigotry in all its forms; Study together how White supremacy culture shows up here

### **RELATING and BELONGING:**

Encourage people to speak up without blaming or judging them when they do; Challenge each other to grow; Forgive ourselves and others; Lovingly call each other to account for behavior that is hurtful; Resolve conflicts directly, using openness and compassion; Call one another back into right relationship

### **ACTING and RESPONDING:**

Be accountable for keeping our promises; Commit ourselves to work together, side by side for justice; See diversity (multigenerational, multicultural, ...) in all its manifestations as a sign of our strength; Embrace our different cultural and faith traditions

### **CARING and CELEBRATING:**

Help each other in times of need and crisis; Serve our congregation with generosity and good humor; Recognize and publicly acknowledging our volunteers' time, talents, and gifts; Celebrate our joys and sorrows across generations"