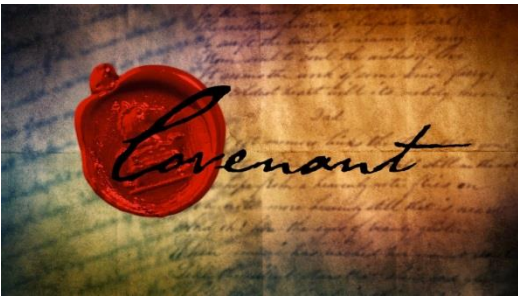


April 18, 2019

All Souls Unitarian Church Behavioral Covenant



We, the members and friends of All Souls Unitarian Church in Indianapolis, Indiana strive to embrace a liberal religious tradition; to live our Church Covenant every day; and to honor and respect all living things, our environment, and the world around us. To guide us in our quest, we freely enter into this Covenant of Right

Relations with ourselves, with fellow church members and friends, with our minister, with our church staff, with our church board, and with the broader community.

We believe in the inherent worth and dignity of every person, so we pledge to:

- Treat each person (minister, staff, church members, guests, and ourselves) with kindness and compassion as we work together towards our adopted purposes. We recognize that we will sometimes disagree, but in our disagreements we will treat each other with respect, focusing on the content of the disagreement and working to withhold judgments about one another's characters. As disagreements arise, we will address them directly with each other, seeking support where necessary. We will strive to keep open minds, knowing that we can always learn more, and that all have some experience and insight to offer. We will strive to acknowledge the human being within conflict situations and to consider perspectives different than our own.**
- Recognize that each person can more readily participate in our community when all of us listen fully to one another, refraining from making sexual or other comments or behaviors in ways that may be considered unwanted sexual attention, and particularly creating space for those from marginalized identities to shape conversations and decision making.**
- Give generously of our time, attention and resources as we are able. We will respect others' time, both those who volunteer and those who are paid, and appreciate the efforts of all.**
- Build and support our community, within the church and without.**