

**BOARD MISSION AND COVENANT STATEMENT**  
Adopted at June 23-29, 2004, Board of Trustees Meeting

**Mission:**

We come together as a faith community of religious leaders – committed to anti-oppression, anti-racism and multiculturalism – to focus and direct the resources of the Unitarian Universalist Association toward the health, growth and transformation of our congregations, our movement, and our world.

**Covenant:**

We covenant with one another to work together in faith, hope and love, all the while upholding the spirit and promoting the values expressed in our Unitarian Universalist Principles and Purposes.

To these ends we agree to:

Presume good faith and stay in relationship even in disagreement or conflict; to:

Welcome the diverse perspectives and styles each of us brings

Be honest and direct with each other

Be supportive of leadership

Actively listen to each other

Ask questions, rather than making assumptions, about suspicions or concerns

Speak out when something is of serious concern

Work collaboratively with each other and with the moderator, the president, and staff

Respect each others' different places on the Journey Toward Wholeness

Practice confession and forgiveness

Maintain Accountability; to:

Be prepared to do our work

Follow through on commitments

Be responsible for self-care

Be attentive to managing the energy level and spiritual tenor of Board meetings

Take ownership of Board of Trustees' decisions

Renegotiate agreements when we think it will benefit the work

Respect boundaries around notes and confidentiality

Exercise/encourage individual/collective power to further the benefit of our congregations, our Association, and our world

Respect boundaries around notes and confidentiality

Weigh each of our decisions using our anti-oppression values

Practice process; to:

Be respectful of Board of Trustees' time and mindfully present when doing Board business

Focus on policy issues, not management

Work toward balance between inclusive process/closure on substantive matters

Minimizing side comments and making an effort not to interrupt

Avoiding repeating established points

Not re-do the work of working groups and committees

Continually review our Board processes using our anti-oppression values.

Make our Board, working group, and committee processes public, open, and as welcoming as possible while honoring certain business processes which require confidentiality, and individuals' rights to privacy in personnel matters.