

Check List

Use this list to make sure your application is complete. Please include this checklist with your application.

Name of Congregation: UU Bay de Noc Fellowship

- Application from the congregation
- List of charter members
- The congregation's Articles of Incorporation
- The congregation's Bylaws
- Check to the UUA for the Annual Program Fund 1440.⁰⁰
- Recommendation from the Regional Lead
- Recommendation from the District or Regional President
- Recommendation from a local UUMA chapter minister
- Recommendation from a UUA Growth Specialist

✓ COVENANT

UUA Membership Application

Date of application: DEC. 10, 2014

On October 20, 2014 the UNITARIAN UNIVERSALIST Bay de Noc Fellowship

Date

Name of Congregation

of ESCANABA, MICHIGAN

City, State

was organized with 48 charter members.

Number

The following are the elected officers (Please print):

President: JOSEPH MOLD

Address: _____

Phone/
email: _____

Secretary: DEBBIE LACEY

Address: _____

Phone/
email: _____

Treasurer: ERIK LACEY

Address: _____

Phone/
email: _____

Name and Address of Meeting Place:

Wm. Bonifas Fine Arts Center
700 1st Ave S.
Escanaba, MI 49829

Official Mailing Address (will be used in UUA Directory):

1110 8th Ave. S., Escanaba, MI 49829

Name and Address of Nearby Congregations/ Ministers:

Marquette U.U. Congregation
1510 M28 East, P.O. Box 687
Marquette, MI 49855

906-249-9450

President: Sarah Redmond

Keweenaw UU Fellowship
700 PARK AV.
Houghton, MI 49931

906-482-5586

Rev. Gabrielle Parks - interim

President: Will Cantrell

Subscribing to the principles of the Association, including the stated policy of the UUA that applying congregations welcome into membership all qualified persons "without regard to race, color, sex, affectional or sexual orientation, age, or national origin," and pledging to support the Association, it is the desire of this congregation to become a member of the Unitarian Universalist Association. We herein enclose with this application: 1) a list of charter members; 2) the Articles of incorporation with the appropriate dissolution clause; 3) the Bylaws of the congregation, and; 4) an initial contribution of \$ 1,440, which is not less than the suggested Fair Share of the Annual Program Fund, pro-rated for the portion of the UUA fiscal year remaining as to the date of this application.

Respectfully submitted,

	Joseph Mold	Joseph Mold	5/25/2014
President or Leader	Sign Full Name & Print Last Name		Date
	Deborah Ayers	Ayers	5-25-14
Secretary	Sign Full Name & Print Last Name		Date

Charter Members (48) October 2014
Unitarian Universalist Bay de Noc Fellowship

Name	Address
Pamela Allsopp	
Brian Black	
Claudia Bradfield	
Paul Bradfield	
Nora Cardinal	
Margaret Carignan	
Kathy Creten	
Sharon Fosmo	
Patricia Fueh	
John Gagnon	
James Gehling	
Bruce Hansen	
Heather Jensen	
Thomas Jensen	
Emily Johnson	
Laurie Johnson	
Lynn Johnson	
Thomas Johnson, Jr.	
Caitlin Kirchenwitz	
Debbie Lacey	
Erik Lacey	
scott Maki	
Darby Mitchell	
Laurie Mold	
Joseph Mold	
Brian Morski	
Kathryn Morski	
Steven Morski	
Maggie Murphy-Pomeroy	
Gerry Nelson	
Russell Peterson	
Susan Peterson	
Gary Pfister	
Shannon Philemon	
James Rettig	
Christine Rhue	
William Rhue	
Elizabeth Royer	
Gene Schlueter	
Sheryl Schrot	

Charter Members (48) October 2014
Unitarian Universalist Bay de Noc Fellowship

Helen Sherman
Roberta Stacey
Jeremiah Swee
Suzanne Voeks
Vicki Volk-McGaffigan
Pasqua Warstler
Daniel Young
Gina Zanon

MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
CORPORATIONS, SECURITIES & COMMERCIAL LICENSING BUREAU

FILED

Date Received

ADJUSTED PURSUANT TO
TELEPHONE AUTHORIZATION

MAY 06 2014

MAY 02 2014

This document is effective on the date filed, unless a subsequent effective date within 90 days after received date is stated in the document.

ADMINISTRATOR
CORPORATIONS DIVISION

FOR RECORD, DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
CORPORATIONS DIVISION
MAY 06 2014
10:00 AM

Name

Unitarian Universalist Bay de Noc Fellowship

Address

1110 8th Avenue South

City

State

ZIP Code

Escanaba, MI 49829

EFFECTIVE DATE:

Document will be returned to the name and address you enter above.
If left blank, document will be returned to the registered office.

71503T

ARTICLES OF INCORPORATION
For use by Domestic Nonprofit Corporations
(Please read information and instructions on the last page)

Pursuant to the provisions of Act 162, Public Acts of 1982, the undersigned corporation executes the following Articles:

ARTICLE I

The name of the corporation is:

Unitarian Universalist Bay de Noc Fellowship

ARTICLE II

The purpose or purposes for which the corporation is organized are:

To foster spiritual community where any individual can experience fellowship and acceptance; to cultivate a sense of connectedness and responsibility to all creation; to find support in a journey toward spiritual truth; to benefit the community by participating in community service projects; to join the national Unitarian Universalist Association (UUA) to which any and all assets will be transferred should dissolution of the Unitarian Universalist Bay de Noc Fellowship occur; to further the mission of the UUA worldwide.

ARTICLE III

1. The corporation is organized upon a Nonstock basis.
(Stock or Nonstock)

2. If organized on a stock basis, the total number of shares which the corporation has authority to issue is

_____ If the shares are, or are to be, divided into classes, the designation of each class, the number of shares in each class, and the relative rights, preferences and limitations of the shares of each class are as follows:

SH

Use space below for additional Articles or for continuation of previous Articles. Please identify any Article being continued or added. Attach additional pages if needed.

I, (We), the incorporator(s) sign my (our) name(s) this 27th day of April, 2014

Russell O. Peterson

President of the Board

Debbie Myers

Secretary of the Board

Carla A. Straney

Vice President of the Board

UNITARIAN UNIVERSALIST BAY DE NOC FELLOWSHIP

BYLAWS

2.10.10

UNITARIAN UNIVERSALIST BAY DE NOC FELLOWSHIP
BYLAWS 2.10.10

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**UNITARIAN UNIVERSALIST BAY DE NOC FELLOWSHIP
BYLAWS
2.10.10**

1. **NAME:** Unitarian Universalist Bay de Noc Fellowship which is a religious fellowship.
2. **PURPOSE:** Our mission is to foster spiritual community where any individual can experience fellowship and acceptance; cultivate a sense of connectedness and responsibility to all creation; and find support in a journey toward spiritual truth.
3. **NONDISCRIMINATION CLAUSE:** We are a welcoming Fellowship that embraces diversity. We welcome all people into its membership without regard to race, color, national origin, disability, sexual orientation, gender, or gender identity. Membership cannot be based upon or denied due to any of those factors.
4. **MEMBERSHIP REQUIREMENTS, FRIENDS, AND VISITORS:** Full voting membership in this Fellowship is open to any person, 14 years or older, who is in sympathy with the purpose and program of the Unitarian Universalist Fellowship. To join as a Fellowship member entitled to vote, a person shall sign and date the Membership Book with requirements as determined by the Fellowship Board (hereinafter referred to as the Board). All individuals, aged 14 years and older, will become "Voting Members" after having signed and dated the Membership Book. Membership for individuals under age 18 years is subject to approval by their parent(s) or legal guardian(s). This Fellowship shall be open to voting members, as defined above, and to their immediate families; non-voting participants of any age, self-designated as Friends (or Visitors) having sympathy with the purpose and program of this Fellowship.
5. **REMOVAL OF MEMBERSHIP:** A member's name may be removed from the Membership Book in case of:
 - A. The member's death;
 - B. Written request by the member to the Board;
 - C. A period of inactivity over one year with notice of same provided to the member followed by action of the Board;
 - D. One who has membership terminated by the Board for cause, as determined by a vote of two-thirds of the Board, provided that the member has the right to appear before the Board and the right of appeal to a meeting of the Fellowship;
 - E. For any member under the age of 18, upon receipt by the Board of a signed written request by a parent or legal guardian of said member requesting the removal of membership.
6. **OFFICER COMPOSITION:** The Officers of the Fellowship are the President, the Vice President, the Secretary and the Treasurer.
7. **RESPONSIBILITIES OF THE PRESIDENT:** The President shall be the chief executive officer of the Fellowship. The President shall preside at all meetings of the Fellowship and the Board.

- 8. RESPONSIBILITIES OF THE VICE PRESIDENT:** The Vice President shall act in the absence of or at the request of the President, at which time the Vice President shall have all powers and functions applicable to the President.
- 9. RESPONSIBILITIES OF THE SECRETARY:** The Secretary shall be the official Secretary of the Board, shall see that proper records are maintained, and shall see that the proceedings of the Board are regularly reported to the Fellowship. All records of the Fellowship produced and maintained by the Secretary for the Fellowship shall be deemed the property of the Fellowship.
- 10. RESPONSIBILITIES OF THE TREASURER:** The Treasurer shall have custody of, or control over, all money belonging to the Fellowship; will keep careful and accurate records of income, receipts, and expenditures of the Fellowship; will pay the bills and charges that are in the approved budget or are approved by the Board; and will report to the Board periodically and to the Fellowship at least annually.
- 11. ADDITIONAL OFFICER RESPONSIBILITIES:** Each Officer shall also have any further powers and duties assigned to them by the Board of Directors.
- 12. COMPOSITION OF THE BOARD:** The Board shall consist of five (5) members including four (4) Officers: President, Vice President, Secretary, Treasurer; and one (1) Member-At-Large, currently the Immediate Past President of the Board, until the election following the adoption of these Bylaws.
- 13. RESPONSIBILITIES OF THE BOARD:** The Board shall administer and manage the business of the Fellowship, have general charge of the property of the Fellowship, of its business affairs, and have control of its administration.
- 14. BOARD MEETINGS:** Board Meetings are open to all members of the Fellowship. Members who are not Board Members may speak at Board Meetings, but may not make motions or vote at Board Meetings. Minutes shall be available to the Fellowship. Regular Meetings of the Board of Directors should be held at once per month. A majority of the voting members of the Board shall constitute a quorum. Notice of all regular Board Meetings should be published in the Fellowship Newsletter and announced during the Fellowship Services.
- 15. BOARD DECISION-MAKING AND VOTING:** The Board shall endeavor to make decisions by consensus of all Board members present at the meeting. If, however, consensus cannot be reached, the President, with support of one other Board member, may so declare and actions shall be taken by majority vote of the Board members present. All Members of the Board are expected to disclose any Conflict of Interest.
- 16. ANNUAL AND OTHER MEETINGS:** Fellowship Meetings will be held at the time or times established by the Board, provided that at least one meeting of the

Fellowship will be held annually. The agenda for Fellowship Meetings will be prepared by the President.

- 17. ELECTION PROVISION:** Fellowship Officers and the Member-At-Large Board Member are elected at the Annual Meeting of the Fellowship by a simple majority and will serve from July 1 to June 30, or until their successor(s) shall have been duly elected. All elected Officers and the Member-At-Large Board Member positions are subject to re-election term limits of four (4) consecutive terms in a single position. After one year of not having served on the Board, a member shall become eligible for re-election or appointment as any Officer or as the Member-At-Large.
- 18. NOMINATION COMMITTEE AND PROCEDURE:** A Nomination Committee consisting of three (3) Fellowship members shall be appointed by the Board following each Annual Meeting to serve until the next annual election. The Nomination Committee shall nominate members to stand for annual elections. For an annual election, they shall prepare a list of people who have agreed to serve and publish this list at least two (2) weeks prior to the election. Fellowship members may add their own names to the list. Nominations shall be accepted at the Annual Meeting prior to each election subject to acceptance by the nominee prior to, or at the time of, the nomination. Any name submitted for nomination must be included as long as all eligibility requirements are met. Members of the Nomination Committee shall serve as Clerks in the election.
- 19. VACANCIES:** The Board shall appoint members to fill vacancies in the Offices of Vice President, Secretary, Treasurer, and the Board Member-At-Large. If the Office of President becomes vacant, the Vice President shall serve in that position and the Office of Vice President shall be filled by a Member of the Fellowship appointed by the Board.
- 20. REMOVAL OF BOARD MEMBERS OR OFFICERS:** Any Board Member or Officer who is absent from all meetings of the Board throughout a three (3) month period (assuming a minimum of three (3) meetings in that period) may be removed from the Board upon the vote of a majority of those members of the Board present at a Regular Meeting of the Board. The vacancy shall then be filled pursuant to these Bylaws.
- 21. SPECIAL FELLOWSHIP MEETINGS:** Except as otherwise provided in these Bylaws, Special Fellowship Meetings shall be by written request stating the date, time, and purpose of the Special Fellowship Meeting, signed by at least twenty percent (20%) of the Voting Members, and delivered to any Member of the Board.
- 22. METHOD OF NOTIFICATION:** Notice of call of a Fellowship Annual or other Special Fellowship Meeting should be published in the official Fellowship newsletter at least fourteen (14) days before the date of the meeting and shall be announced at a Fellowship Service prior to that Meeting.

- 23. QUORUM:** A quorum at any Fellowship meeting shall consist of forty percent (40%) of the voting membership.
- 24. FELLOWSHIP VOTING:** A majority vote of the voting members present shall be required to carry any motion at a Fellowship Meeting. A sixty percent (60%) vote of the voting members present shall be required to carry any motion at a Special Fellowship Meeting. All voting at both regular and Special Fellowship Meetings must be in person.
- 25. BASIC PROVISIONS ON COMMITTEES:** The Board shall create and dissolve committees and may appoint and remove committee members as necessary. Committees may include people who are not Fellowship members. The duties of such committees shall be prescribed by the Board. Committees shall report to the Board at the time and in the form determined by the Board.
- 26. FELLOWSHIP SERVICE SCHEDULE:** Fellowship Services shall be held regularly at such time and place as shall be determined by the Board.
- 27. PROFESSIONAL AND SUPPORT STAFF:** All staff shall be responsible to the Board which shall determine direct lines of reporting as appropriate to a staff member's job duties and responsibilities.
- 28. FISCAL YEAR:** The fiscal year of the Fellowship is from January 1 to December 31.
- 29. EXECUTION OF INSTRUMENTS:** Checks and other orders on the funds or credit of the Fellowship and all contracts and instruments in writing by the Fellowship shall be valid and binding upon the Fellowship only when executed by such Officers as shall be designated and authorized by the Board.
- 30. DISSOLUTION CLAUSE:** Should this Fellowship cease to function and the membership vote to disband, any accrued assets of the Fellowship will be assigned to the Unitarian Universalist Association if any remain after payment of debts.
- 31. RULES OF PROCEDURE:** The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Fellowship in all cases to which they are applicable and in which they are not inconsistent with these Bylaws and any special rules of order the Fellowship may adopt.
- 32. OPEN RECORDS:** All records of the Fellowship other than those of a personal nature shall be made available for inspection by any Fellowship member.
- 33. PROTECTION OF NON-PROFIT STATUS:** Neither the Fellowship, the Board, nor any officer or staff of the Fellowship shall take any action or allow any activity or use of Fellowship property which shall endanger the non-profit corporate status or charitable, tax-exempt status of the Fellowship or its property. Nothing in these Bylaws shall be construed to allow a violation of this section.

- 34. REPRESENTATION:** The President, or any other member of the Fellowship who is specifically authorized by the Fellowship or the Board, may represent the entire Fellowship to the public or in a private meeting.
- 35. INITIAL ADOPTION OF BYLAWS:** The adoption of these Bylaws shall be by majority vote of Fellowship members attending a meeting called and held for such purpose.
- 36. AMENDMENTS:** These Bylaws, so far as allowed by law, may be amended at any meeting of the Fellowship by a two-thirds (2/3) vote of those members present and voting. Notice of any proposed change shall be contained in the notice of the meeting.



MidAmerica Region
2355 Fairview Avenue #312
Roseville MN 55113

June 1, 2014

To Whom It May Concern:

It is with great pleasure that I write in support of the application of Bay de Noc Unitarian Universalist Congregation in Escanaba, Michigan to become a member congregation of the Unitarian Universalist Association.

The tag line that Bay de Noc Congregation uses is: Spiritually Alive, Radically Inclusive, Justice Centered. This expresses well who they are and who they aspire to be. The Bay de Noc congregation has established for itself a reputation in its area as a reliable partner in work for social justice. On my last visit—in the midst of a very cold winter—I can recall that the talk of the morning had been about participation in an effort to stop the heat from getting cut off from low income home owners. On the same visit I recall leading a conversation about what the congregation meant to the area. One woman commented that it was a long drive for her to the congregation and so she was irregular in her attendance. However, even when she did not come, the community was an important support to her. And the fellowship was indeed just about unique in giving support to those pursuing a path of spiritually progressive religion in an otherwise rather conservative area.

Yesterday, to prepare to write this letter I talked with our regional consultant Dan Wiseman who has worked with the congregation on issues of strategic planning. He was excited to hear that Bay de Noc has made this application and wants to lend his support also. He comments that he has been particularly impressed by the strength of the leadership of the group and impressed also at the creativity and inventiveness in creating strong sustainable structure for their ministries that work for them in their unique environment.

Thanks from all of us for considering this application. If I can assist you further, please contact me.

In faith,

Ian S. Evison
Congregational Life Consultant, Staff Lead
ievison@uua.org; 773-326-9787



MidAmerica Region
2355 Fairview Avenue #312
Roseville MN 55113

July 30, 2014

To Whom It May Concern:

As President of the MidAmerica Region, UUA, I offer my enthusiastic endorsement of the application of Bay de Noc Unitarian Universalist Congregation in Escanaba, Michigan, to become a member congregation of the Unitarian Universalist Association. We in MidAmerica look forward to celebrating with the congregation as it takes this step forward!

The Bay de Noc Congregation has committed itself to be "Spiritually Alive, Radically Inclusive, Justice Centered." They have worked hard to live those values over the past several years. In doing so, they have come to the place where they are ready to apply for UUA membership. Their location at the north end of Lake Michigan's Green Bay brings a UU presence to an area where our faith has significant potential to grow but very few congregations to serve as catalysts and homes for that growth. Bay de Noc has already begun to make Unitarian Universalism more visible in this area. In these ways, and in others, their membership will strengthen both our UUA and our MidAmerica Region.

On behalf of the Board and Staff of the MidAmerica Region, I thank you for considering Bay de Noc's application. If I can assist you further, please feel free to contact me at bsasso@juno.com or 618-529-7808 (home).

Sincerely,

Rev. William C. Sasso
President

102 Wintergreen Trail
Marquette, MI 49855

June 17, 2014

Unitarian Universalist Association
24 Farnsworth Street
Boston, MA 02210-1409

Dear UUA Board:

As a Unitarian Universalist for over 40 years and the current Board president of a neighboring UU congregation, I would like to support the affiliation with the UU Association of Congregations of the Bay de Noc Unitarian Universalist Fellowship in Escanaba, Michigan.

It has been a joy to watch them grow and connect with members and friends through shared services and summer Upper Peninsula UU gatherings at Van Riper State Park with members of their Fellowship, the Marquette UU Congregation, and the Keweenaw UU Fellowship.

The Bay de Noc Fellowship meets on every 2nd and 4th Sundays at this point. They offer an RE program during the school year and child care during the summer. A regular Buddhist sangha is hosted by the Fellowship. Other programs are also held in the space which they rent, the Bonifas Fine Arts Center, a well-known location to people in the area.

Several years ago I asked two of the members if they were considering affiliation. The response of these long-time UU's was purposefully deliberate as they sensed the needs of congregation members and friends which included understanding more about the UUA and the benefits of membership. They are ready now, as evidenced by their recent vote.

I recommend them for affiliation and look forward to next year's General Assembly when they hopefully will be welcomed into the Unitarian Universalist Association of Congregations.

Sincerely,

Barbara Michael

Board President, Marquette UU Congregation

Recommendation Letter for UU Bay de Noc, Escanaba, MI

May 21, 2014

Greetings...

I am pleased to write this recommendation letter for the UU Bay du Noc Fellowship in Escanaba, MI that they be considered for affiliation in the Unitarian Universalist Association. During the past 7-8 years, they have been meeting on a regular schedule and offering religious education for children. In addition to worship services, they also have had a variety of other activities to strengthen their Fellowship.

Their members have attended events in the former Central Midwest District (now MidAmerica Region) and visited other Unitarian Universalist congregations, taking advantage of the opportunities to network and learn from others. Their leadership has been in close contact with the field staff here over these years and they've contracted our adjunct consultants to work with them on developing strategic plans, goals and priorities as they've taken steps to get to this point.

While there were occasionally individual members who questioned the need to go through the affiliation process, the leadership of the Fellowship has remained consistent in their desire to continue in the process and they have thoroughly explored their options and possibilities.

The adjunct consultants who have facilitated meetings with them report back that they are an engaged, enthusiastic and dedicated group of people! Therefore, I recommend the Unitarian Universalist Bay du Noc Fellowship be accepted for affiliation with the UUA. Please feel free to contact me if there are any questions.

Sincerely,

Dori Davenport Thexton

Dori Davenport Thexton | Congregational Life Consultant, MidAmerica Region
Cell (708) 805-1866 | Phone (414) 774-4199 | dthexton@uua.org

COVENANT
UNITARIAN UNIVERSALIST BAY DE NOC FELLOWSHIP

We, the Members and Friends of the Unitarian Universalist Bay de Noc Fellowship covenant to:

- Willingly share our time, our talents, and our resources to promote the seven principles;
- Encourage spiritual growth for each of us individually and for us as a fellowship;
- Serve our community and the larger world; and
- Promote caring, honest, and inclusively open relationships both with and beyond our fellowship.



Unitarian Universalist

Bay de Noc Fellowship

700 1st Ave S, Escanaba, MI 49829

Note Regarding Covenant Inclusions

The members of the UU Bay de Noc Fellowship recently wrote, revised and voted on covenant language. There were three submissions offered for vote. One of these, being unusual and particularly beautiful was very well liked despite not being voted in as the official covenant. It was decided to designate this offering as an official litany for our fellowship. I was asked to include a copy of it with our UUA membership application materials.

At the time of the announcement to the fellowship of the need for a covenant, members pointed out that we do have an existing covenant for Conflict Resolution. I was asked to include a copy this with our UUA membership application materials as well.

While these documents are not requested nor required for membership in the UUA, their inclusion seemed important to some members as a way of demonstrating more fully who we are.

And so, in covenant with my fellowship, I have honored these requests.

Christine Rhue
UU Bay de Noc Fellowship Coordinator

Our Covenant for Conflict Resolution

Unitarian Universalist Bay de Noc Fellowship

We agree to resolve conflicts within our Fellowship in a manner consistent with our seven principles. This includes the intention to respect the inherent worth and dignity of every person, and the affirmation of justice, equity and compassion in human relations. The process of how we resolve our conflicts is just as important as content of the conflict. To that end, we agree to abide by the following guidelines in our efforts to work out differences with members, friends and guests of the Fellowship.

1. **Accept imperfections** in ourselves and others. No dissatisfaction can be resolved with unrealistic expectations of others.
2. **Carefully choose issues** you will advocate for, so you and others are not constantly trying to work out differences on several fronts.
3. **Limit your communications to the current issue at hand.** Avoid bringing up past grievances or attacking someone's personality. Focus on specific matters, avoiding exaggeration ("always", "never").
4. **Be respectful of others persons in the conflict**, even when you fully disagree with someone's thoughts or behavior. We can "disagree without being disagreeable" or "agree to disagree". Make it easy for the other person(s) to save face/dignity. **Avoid sarcasm, yelling, threatening, cursing, insulting or other forms of humiliation.**
5. **Physical altercations are strictly forbidden.** Do not shove, hit or restrain a person, unless restraint is absolutely necessary for immediate safety.
6. Respectfully address the conflict *with the person(s) involved*, using **direct and calm** communications.
To maintain the dignity and peace of all members of the Fellowship, **address the conflict with as few people as possible.** Communicate with the persons involved in private settings. Ask "confidants" to keep things confidential.
7. **Avoid communications when you are hostile and agitated**, as you may communicate in ways that are destructive to you and/or others. Take a break, and come back to the issue later. Some issues are too important to deal with when we are not inclined to think and communicate clearly.
8. **Be open to different views of the issue, be willing to listen as well as talk or write.**
9. **Be willing to let go an issue that has little chance of being resolved at this time.**
10. **Don't use personal dislikes as an excuse for non-cooperation.** It is not necessary to like someone to deal with them.
11. **Be respectful even when others are not.** You are responsible for your own behavior, regardless of what others do. There is dignity in the refusal to be aggressive. As Mahatma Gandhi said, "An eye for an eye only ends up making the whole world blind".
12. **When reasonable and sincere efforts to resolve conflicts are truly exhausted (or a party feels unsafe), issues may be brought to the board or board members.** The board or board president may elect to address, mediate, defer or delegate the issue to other reasonable people. If a member of the board is a party in the conflict, other board or Fellowship members may be asked to assist with conflict resolution.
13. The board can **exclude** a person from attending Board meetings or other Fellowship functions if they refuse to honor this covenant.
14. As noted in the Fellowship bylaws, the board can **deny or remove a person's membership** privileges with the right to respectfully appeal the decision with the board or the full Fellowship. Removal of membership might need to proceed if a person or persons are seen to be threatening to people or property, disruptive of Fellowship functions, or driving people away.
15. If the board or Fellowship excludes participation or membership, these privileges **can be restored later** if the person shows readiness to abide by this covenant and the board or Fellowship agrees.

3/25/2012

FELLOWSHIP LITANY
UNITARIAN UNIVERSALIST BAY DE NOC

I will work for justice
I will speak the truth
I will stand on love
This I pledge to you.
May it be so!

I will act from kindness
Celebrating grace
Seeing it reflected
In all the human race
I will work for justice
I will speak the truth
I will stand on love
This I pledge to you.
May it be so!

I will follow wisdom
Knock on many doors
As I honor each path
I will honor yours
I will work for justice
I will speak the truth
I will stand on love
This I pledge to you.
May it be so!

I will find my home here
With stars and birds and trees
I will nurture balance
I will further peace
I will work for justice
I will speak the truth
I will stand on love
This I pledge to you.
May it be so!

Here within our circle
Or in the cosmos wide
This will be our covenant
This our prayer and guide:
I will work for justice
I will speak the truth
I will stand on love
This I pledge to you.
May it be so!
May it be so!