

## **Albany UU Board Covenant, adopted August 18, 2016**

We, the Board of Trustees, covenant with each other to:

Commit our energy and talent to the work of the Board,

Ready to assume our fair share of responsibilities;

Participate fully, respectfully and honestly in Board dialogue,  
striving to understand the viewpoints of others;

Be accountable to one another,

supporting each other and assuming goodwill;

Deal with conflict responsibly and respectfully;

Respect Board decisions and represent those outcomes with integrity; and

Be faithful to the Albany UU mission

## **Religious Education Council Covenant**

We, the members of the Religious Education Council of the First Unitarian Universalist Society of Albany, covenant to, and affirm and will strive to:

Create an environment and education program that serves the children, youth, and their families of the Society community.

Create a safe and supportive environment where responsible participation of all is encouraged, freedom of expression is anticipated, and thoughtful listening is practiced.

Honor and champion the diversity of individuals and their ideas.

Make ethical decision using the UU Principles and Purposes as our moral foundation.

We enter into covenant offering each other:

an open mind and heart,

an assumption of good will,

an expectation we will work together collaboratively, and  
a commitment to keep agreements and respect deadlines.

In our communications we agree:

to be respectful, honest, and (intentional) thoughtful

to protect confidences entrusted to us,

to refrain from speaking ill of each other to a third party, and

to redirect anyone criticizing a Council member to speak directly to them, and second  
and only then, to speak to the Chair, and/or the Director of Religious Education.

## **Albany UU Staff Covenant amended 09/01/2015**

We, the staff of the First Unitarian Universalist Society of Albany, deeply commit ourselves to support the growth, development and vitality, of our congregation and to implement the mission, vision and objectives, as defined by the Board of Trustees.

We recognize that healthy behaviors and effective teamwork are integral to honoring that commitment.

In this covenant, we define our promises to each other and our expectations of each other, will provide a framework to assist us in working together toward these ends, with the expectation that we will make that work go more smoothly, support the harmony that makes this congregation such a great place to work and assist in quickly resolving conflicts using the methods below.

We enter into covenant offering each other:

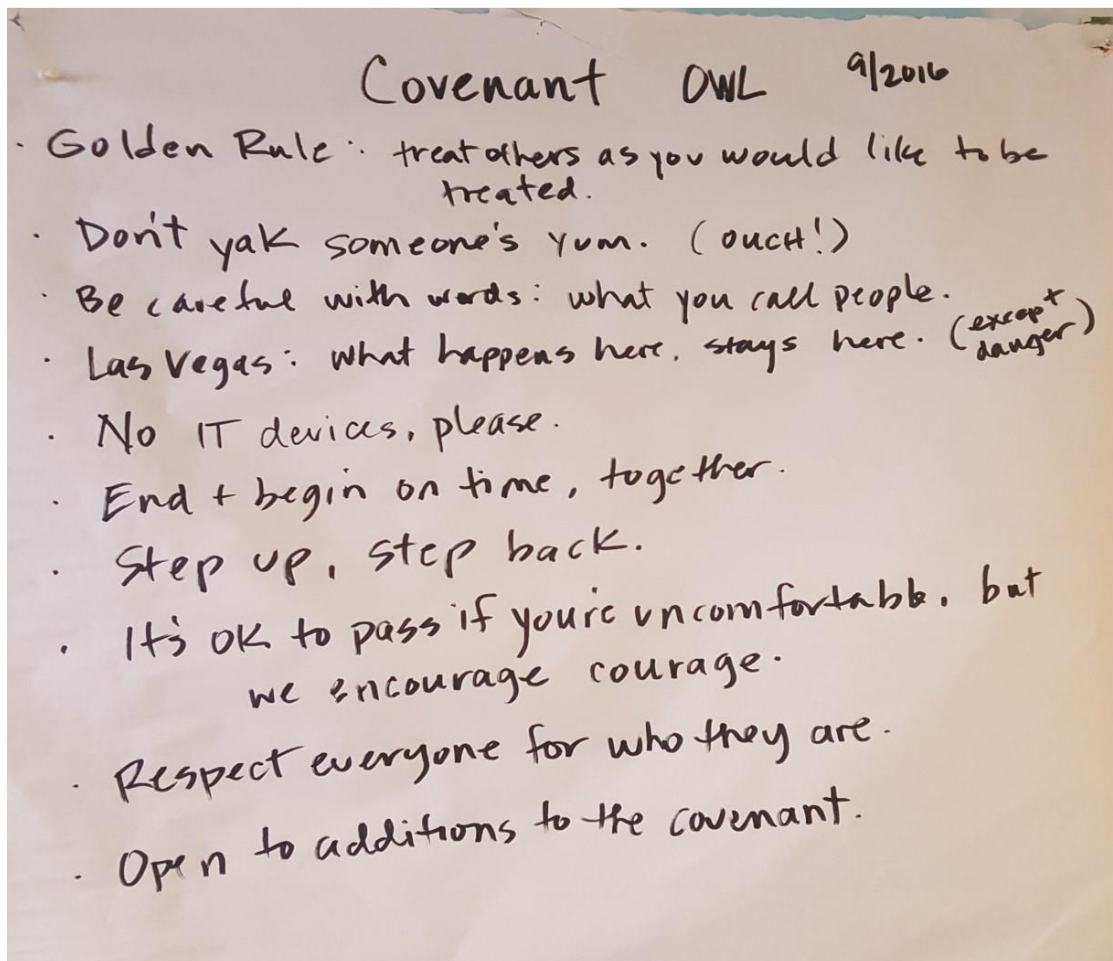
▫ an open mind and heart,

▫ an assumption of good will,

▫ an expectation we will work together collaboratively, and  
a commitment to keep agreements and respect deadlines.

In our communications we agree:

- to be respectful, honest, and intentional,
- to protect confidences entrusted to us,
- to refrain from speaking ill of each other to a third party, and
- to redirect anyone criticizing a staff member to speak directly to them, their supervisor, or finally to the Personnel Chair, *noting that exceptions need to be made for supervisory feedback.*
- to gently call each other back to this covenant when we do not follow it.



## Classroom Covenant Examples

Room 21 (8<sup>th</sup>/9<sup>th</sup> grade)

1. Be Respectful
2. (Adults) Don't Freak Out
3. Try

**Room 24/25 (pre-k)**

1. Don't touch things that don't belong to you
2. Quiet when others are speaking
3. Treat others the way you would like to be treated
4. Keep your hands to yourself

**Room B-3/4 (Elementary)**

Covenant - Pledge - Agreement

1. Only one person talks at a time
2. NO hitting, punching, no hands on each other without per-mission
3. Listen to the person who is talking
4. Try to attend each week

**Room B2 -( Elementary)**

1. Respect other people, teachers, our classroom
2. Be quiet when we walk in the halls
3. Don't litter - respect Mother Earth
4. Listen - don't talk - when others are talking

**Room B7 - (Middle School)**

1. Pick up after yourself
2. Be respectful - no horseplay, name calling, interrupting
3. Participate - (if you don't want to, you may not interrupt the class)
4. Learn, have fun in a safe place