

What the Right Relationship Team Cannot Offer

RRT cannot offer mediation between family members or on marital issues.

RRT cannot offer facilitated conversations to address conflict with people not bound by the congregation's covenant, because covenant is at the center of everything the RRT does.

When a conflict involves staff, the staff supervisor (UUC minister) takes the lead on the situation. Staff are employees bound by contract, not by the congregation's covenant. If they are both employees and members, they are employees first. The minister may choose to refer the request to the RRT with a Level 1 concern.

When a conflict involves the minister, the RRT will contact the minister and the Committee on Ministries.

RRT depends on willing participation of all parties to a dispute, and voluntary mutual acceptance of RRT methods and protocols. If any party to a dispute is unwilling to cooperate with the RRT conflict resolution procedures, then the RRT cannot become involved, and the issue will be referred to the Board.

There may be some areas in which the degree and complexity of conflict is beyond the competence of the RRT, and so will be referred to the Board or the Minister. The RRT will not be involved in personnel decisions, disputes and judgments made by the Board. Further, matters that arouse suspicions of child or elder abuse will have to be referred to community agencies for inquiry and handling. Finally, the RRT will not be involved in matters under investigation by law enforcement or in litigation. On a case-by-case basis a member of the RRT may ask or be asked to recuse themselves from a particular matter in which their participation would be inappropriate.

Members of the RRT are not expected to be therapists, to listen to all of the member's problems, or to fix all the problems. They are focused only on providing support with interpersonal conflicts between members.

The UUC has a disruptive behavior policy that outlines a process for behavior that is considered dangerous or threatening. The minister and at least one RRT member will determine if a particular conflict falls within the disruptive behavior policy or the RRT conflict process.