

Who serves on Right Relations Team

The UUC RRT is composed of 5-6 congregants (members or friends) who are asked to serve for 3 years. People who are interested are asked to complete an application, which will be considered by the current RRT members and the minister. Congregants, current team members, minister and staff are urged to encourage individuals with the appropriate skills (listed below) to apply. For consistency and stability, two members will roll off of the team each year, so the majority of the team has at least one year of experience. Members may serve for two consecutive terms after conferring with the minister. While some members may have distinctive strengths in education and others in conflict resolution, members are expected to develop skills and participate in both roles. UUC will support training through UUA as requested and appropriate.

The roles of the RRT include:

- Providing education on the practice of faithful communication to create compassionate community
- Promoting knowledge and understanding of conflict transformation
- Serving as mediators/coaches/facilitators as appropriate

Persons asked to assist in transforming conflicts should:

- Respect and offer compassion to all of the parties
- Listen with an open mind
- Approach the matters raised with impartiality
- Explore the facts with care
- Recuse themselves from matters in which they have an interest
- Utilize best practices in dealing with the parties and their issues
- Offer the least intrusive intervention necessary to manage conflicts
- Apply the least restrictive alternative
- Balance strict confidentiality and transparency with the safety of the parties in conflict and the Congregation
- Refer individuals to pastoral care, counseling or other services, as needed

Based on these roles, identified qualities for Right Relationship Team members include:

- A practitioner of deep listening
- Able to manage their own reactivity when under pressure
- Able to remain impartial in the midst of conflict
- Able to avoid being triangulated into the conflicts of others
- Patient around process and outcomes
- Humble about their role as facilitating process, not fixing
- Able to see the big picture
- Able to hold multiple perspectives
- Open to being transformed themselves
- Trusted and respected by the community
- Sensitive to power inequities and oppression dynamics
- Skilled at conflict engagement or willing to learn and specifically to be trained
- Practicing Unitarian Universalism for at least 3 years
- Committed to the mission of the congregation and not a personal agenda