



## **Unitarian Universalist Church of Annapolis**

### **Board Covenant 2024 - 2025**

#### **Preamble:**

We, the members of UUCA Board of Trustees, are here to work in the congregation's best interests. We commit to practicing the 8th Principle, striving to accountably dismantle racism and other oppressions in ourselves and our institutions in all deliberations. With this guiding vision, we aim to foster an inclusive, equitable, and compassionate community that reflects our deepest values and aspirations.

#### **We Covenant To:**

1. To interact with honesty, integrity, and compassion;
2. To communicate with consideration of our impact on each other and the congregation as a whole;
3. To practice deep listening along with robust and candid discussions;
4. To utilize the Subtle Acts of Exclusion (SAE ) and model its use throughout UUCA;
5. To honor the decisions of the majority as well as the dissenting opinions both in the Board meetings and outside of the meetings;
6. To come prepared for meetings and practice collective responsibility for time and topic management; and
7. To begin and end our meetings in reflection of this covenant as a means to hold ourselves accountable to one another and to our congregation.