

Recommend:

Right Relations Task Force

Duration:

One year September 2017 through June 2018. Recruiting would begin after Board approval this spring.

Members:

Between 3 and 6 people

Responsibilities and Process:

1) Research situation at First Unitarian behind idea for Right Relations work. What symptoms are people concerned about?

a) Speak with Board members, Committee on Shared Ministry members, Ministers, Staff, etc.

b) Hold listening sessions with congregation

c) Read Transition team reports (interim and final) and any other relevant reports

d) Discussion with other UU congregations who have experience with Right Relations work; along with looking at UUA materials

e) Other suggestions

2) Develop proposal for addressing concerns to Board

a) Responses could include: training on how to more effectively manage conflict; communicating role of Committee on Shared Ministry (what it is and is not); clarifying our roles as members and friends in this community; might include on-going practices such as publishing our behavioral covenant annually (if we have one), one more year of the Task Force, or creating a standing Right Relations Committee, etc.

3) Implement approved interventions and establish ownership for any on-going work/practices if we do not create a Right Relations Committee.

Why not just create a Right Relations Committee now?

1) We don't know enough about what problem we are trying to solve to know identify the right responses.

2) We are already struggling to fill Board seats and positions on other committees — an ongoing committee may be more overhead than we can afford.

3) The mere existence of a committee can leave people with the idea that it's the responsibility of the committee to make right relations happen rather than the responsibility of each of us.

Regards,

Laura Tully