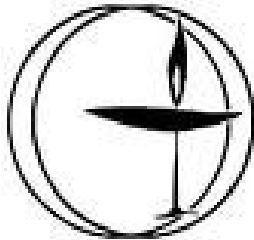


# What should I do if I HAVE A CONCERN about the church's ministry or an issue with the minister?



The Community Church  
of Chapel Hill,  
Unitarian Universalist

*The Community Church of Chapel Hill Unitarian Universalist is committed to fostering right and respectful relations among its members, friends and staff, including the minister. We understand that conflict is sometimes an inevitable part of a healthy community and can serve as an opportunity for growth and development. As members of this congregation, an important part of our daily spiritual work is handling conflict in ways that reflect our covenant.*

**Our church community holds the expectation that conflict will be approached in the following ways:**

1. *Engage in personal reflection.*
  - a. It can be helpful to become curious about the conflict rather than upset, and so ask yourself the following questions: Why is this matter important to me? What needs do I have that are not being met?
  - b. Read the church's covenant on the reverse side of this page.
2. *Address the concern directly.*
  - a. Email or call and schedule an appointment with the minister:  
revthomb@gmail.com,  
919-259-2009.
  - b. Voice concerns directly.
  - c. Listen openly to the response.

If your issue is not resolved or you don't feel heard by the minister, you may consult with a member of the Committee on Ministry. You will find the member names on the Committee on Ministry webpage under 'Committees and Ministries' on the church website:  
<http://www.c3huu.org/committee-on-ministry.html>.

# Congregational Covenant

We, the members and friends of The Community Church of Chapel Hill Unitarian Universalist, affirm the following:

## **We will communicate with and about each other openly, kindly and respectfully.**

We intend to:

- Listen deeply to understand and appreciate the perspectives and opinions of others.
- Describe our own opinions and experiences using the word “I,” mindful that our views may not be shared by others.
- Be respectful and kind in our words and tone, in person and in written and electronic communications, focusing on issues and behaviors, not on people.
- Avoid repeating rumors and hearsay about other individuals and groups.

## **We will seek peaceful and constructive resolutions when conflicts arise.**

We intend to:

- Assume that we and others in the congregation act with good intentions.
- Check the accuracy of our perceptions and assumptions with others.
- Communicate directly with individuals or groups with whom we have a conflict, rather than speaking negatively about others in the wider community.

- Be forgiving and loving when we or others make mistakes.
- Apologize, when warranted, and seek to make amends.
- Call on congregational resources when help is needed.

## **We will value diversity of thought, belief and culture within our community.**

We intend to:

- Reach out to others with warmth and kindness.
- Recognize and respect the diversity of beliefs and spiritual paths within our community, including the words and ways people choose to express their spirituality.
- Be curious, appreciative and informed about perspectives that differ from our own.
- Honor the contributions and needs of those who have been historically marginalized in the larger world, and strive to be welcoming.

## **We will work together to build the common good.**

We intend to:

- Nurture mutual trust by sharing information honestly and responsibly.
- Contribute our gifts of time, talents and financial resources.
- Encourage and support the participation of everyone in the life of our congregation.

- Express gratitude and appreciation for the contributions of others.
- Respect the roles and responsibilities of congregational leaders.
- Respect the congregation’s established policies and procedures.

*(Adapted, in part, from the Covenant of the Unitarian Universalist Congregation of Atlanta.)*

## **Our Mission Statement**

*Inspired by the wisdom of diverse religious traditions and our own history of ethical engagement, we strive to nurture spiritual growth, support and care for each other, and effect change through our love for the world.*

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