

First Parish Brewster Unitarian Universalist
Charge to the Right Relations Team
(Revised September, 2021)

The well-being and strength of the First Parish Brewster (FPBUU) community depends on a recognition of fellowship among members, friends and professional (paid) staff which thrives in an atmosphere of trust, respect and cooperation. Within such an atmosphere, differences of opinion and their resolution through compromise or consensus can enhance a sense of community. However, differences or misunderstandings that go unresolved can threaten the social fabric of our church community. We recognize that conflict will arise from time to time and, when it does, tending to the conflict is paramount.

For those times when any of us may need assistance in resolving such conflicts in a healthy manner, the Board of Trustees has established a Right Relations Team. The Right Relations Team (RRT) is available to:

- Be a resource for FPBUU members, friends, volunteers, and professional (paid) staff to manage conflicts, grief, grievances and other communications in a healthy manner. This may include facilitating congregation-wide meetings, offering deep listening, providing education and training in right relations.
- Mediate conflicts in situations where individuals have attempted to resolve their differences and need assistance going forward.
- Be a resource to the Board of Trustees (BOT) when requested, by assisting in developing policies regarding conflict resolution and disruptive behavior.
- Revise this charge in collaboration with the BOT and the minister as the needs of the congregation change, and as RRT is called to meet those changing needs.

Members of the RRT will include a minimum of three members of the FPBUU community who are skilled in mediation, conflict resolution, and group facilitation, and are affirmed by the standing RRT membership. The RRT may appoint interim and/or permanent members as needed.

An RRT member may find that they cannot be impartial concerning an issue brought to them. If there is a conflict of interest or personal involvement, the RRT member will recuse themselves from participation.

The RRT will strive to make decisions by consensus. If two thirds of the RRT decides that an immediate decision must be made, they may revert to voting. When voting, a two-thirds majority is necessary for any action.

The RRT will meet regularly for team building, skill building, and triaging issues that arise in the congregation. Funds may be requested from the FPBUU budget to provide training for RRT members.

The RRT will report to the BOT in writing and in person as needed.