

UUCPA Conflict Resolution Team Charter

Approved by the Board September 18, 2006

Background

The UUCPA Relational Covenant defines the aspirations of the UUCPA community in the area of interpersonal relations.

Our community calls on each of us to extend compassion and kindness; to act from courage rather than fear; to treat one another with respect; and to honor one another's contributions. We commit to listen to one another, to acknowledge and address disagreements, and to express our concerns directly with those involved. We embrace diversity, for it is our differences that enrich us; we embrace democracy, for it allows our voices to be heard; we embrace forgiveness, for it opens us to hope; and we embrace this life, for it is what we have together.

We accept responsibility for making our community everything we want it to be.

Conflict is an inescapable part of human relations. Our challenge is to resolve conflicts in ways that build rather than diminish community. Often it is helpful to involve other skilled people to advise and assist parties in conflict to resolve their differences in positive ways. The UUCPA Conflict Resolution Team is chartered to fill that role.

Conflict Resolution Team

The Board shall appoint a Conflict Resolution Team consisting of four to six members with overlapping terms of three years. The members of the CRT should either be skilled in dispute management or be willing to receive training in the area of dispute management.

CRT Services

The CRT shall provide conflict resolution services to any member or friend of UUCPA (Concerned Person) who desires help in getting his or her church-related concerns addressed. These services can include the following:

- Advise the Concerned Person of appropriate processes for getting issues addressed at UUCPA and, if desired, provide an advisor to accompany the Concerned Person to any meetings involved in the conflict resolution process.

- Define together with the Concerned Person an appropriate conflict resolution process for the dispute in question.
- With the permission of the Concerned Person, contact other parties to the dispute and offer the services of the CRT to them as well.
- Help arrange any meetings between the parties and with relevant UUCPA boards and committees that are needed to complete the conflict resolution process.
- Document for the parties involved any agreements reached to resolve the dispute to ensure a common understanding among the parties.

CRT Outreach

The CRT shall publicize its services to the UUCPA community and encourage the use of its services to address conflicts as they arise. In cases where the CRT becomes aware of a conflict, CRT team members may privately approach one or more parties to the dispute to suggest the use of CRT services to resolve the dispute.

Conflict Resolution Training

The CRT shall arrange periodic conflict resolution training for its members and other interested members and friends of UUCPA. It is recommended that members of UUCPA governing boards and committees take this training.

Therapy

No member of the CRT or any member or friend of UUCPA working with the CRT shall engage in mental health therapy or counseling in connection with any dispute. If desired, the CRT may assist members or friends in securing appropriate counseling assistance from outside UUCPA.

Privacy

All persons involved in conflict resolution under this Charter shall ensure the confidentiality of discussions at all times. Any documents provided or produced shall be confidential unless the parties to the conflict agree otherwise. The CRT may request that the Board authorize the destruction of records relating to a particular conflict that no longer need be kept.