

Right Relation Team "Pilot" Training Application

Creating beloved community requires intention and practice. Our covenants articulate our intention, but how do we live into the practice? Right Relations Teams are lay leaders entrusted to help the congregation practice faithful communication and creative conflict based on values of mutuality and consent.

This training is for congregational teams who will be helping their congregations (or other covenantal communities) live into their covenants.

This is an invitation-only program at this time, based on information that you provide in this application. There is a congregational self-assessment that is part of the application. We recommend that your team fill out the responses together, preferably with the input of additional trusted leaders.

The program will start in early February. It is 4 months long, with 2-4 hours of homework and 1 live session each month. The cost is \$75 per congregation. (We will send out registration and payment information once your application is accepted.)

Participating congregations should have a minimum of 3 team members. Please fill out only one application for your team.

More information and the draft syllabus can be found here
<https://uuinstitute.org/courses/right-relationship-teams-330/>

Please enter the email address of your main contact person. A copy of your responses will be sent to this email. You can also return to this form and edit your responses, if needed.

* Required

1. Email *

2. Congregation Name *

3. City & State *

4. Please list the names and email address of your Right Relation team members: *

5. Please share how your team was formed, and what books, trainings (if any) you have already explored together.

6. Optional: If you have a "charge," team description or other documents that may help us to understand your role in the congregation, you can upload them here.

Files submitted:

**Congregational
Self-
Assessment**

The following tool is designed to help congregations participating in the Right Relationship Team pilot program assess their own level of development and identify areas for improvement. The leadership of each congregation should meet to discuss each of the congregational capacity elements, reviewing the criteria presented on a five-point continuum. Additionally, you are being asked to cite one or two examples of evidence illustrating how the congregation is or is not meeting the criteria and then decide collectively on a rating.

This tool was adapted from a number of sources, including McKinsey and the Center for Youth and Communities at Brandeis University. The Central East Region staff worked with Della M. Hughes, a consultant from Brandeis University to develop the format and content that this particular tool was adapted from.

1. Covenant "Range of Capacity"

1. Limited articulation and expression of the covenant of the congregation; covenant is known by very few in the congregation or rarely referred to as an individual or collective relationship guide.
- 2.
3. Covenant is known by many in the congregation; The covenant is sometimes referred to as a guide.
- 4.
5. The covenant is widely known and understood throughout the congregation; covenant clearly reflects the congregation's values, purpose, and theology; covenant is frequently referred to as a guide for individual and collective relationships in non-legalistic ways.

7. 1a. Based on the data presented above, the rating we would give our congregation on Covenant is : *

Mark only one oval.

1 2 3 4 5

Low to basic capacity in place High Level of capacity in place

8. 1b. Please share one or two examples that provide "evidence" of how your congregation is meeting the criteria listed for your rating on Covenant. *

2. Mission and Vision "Range of Capacity"

1. Limited expression of the mission and vision of the congregation; mission/vision is known by very few in the congregation or rarely referred to as a guide in making decisions, setting policies and developing programs.

2.

3. Mission/vision known by many in the congregation; mission/vision is sometimes referred to as a guide in making decisions, setting policies and developing programs.

4.

5. Mission/vision is widely known and understood throughout the congregation; mission/vision clearly reflects the congregation's values and purpose; mission/vision is frequently referred to as a guide in making decisions, setting policies and developing programs.

9. 2a. Based on the data presented above, the rating we would give our congregation on Mission and Vision is : *

Mark only one oval.

1 2 3 4 5

Low to basic capacity in place High Level of capacity in place

10. 2b. Please share one or two examples that provide "evidence" of how your congregation is meeting the criteria listed for your rating on Mission and Vision. *

3. Governance and Ministries "Range of Capacity"

1. The bylaws, governance and committee structures have remained fairly static. Reviewing them has not been a priority.
- 2.
3. Some adjustments have been made in the bylaws, governance and committee structures, but some old structures have been left in place to avoid potential conflict.
- 4.
5. The bylaws, governance and committee structures have been completely reviewed and modified where necessary in alignment with mission/vision.

11. 3a. Based on the data presented above, the rating we would give our congregation on Governance and Ministries is : *

Mark only one oval.

1 2 3 4 5

Low to basic capacity in place High Level of capacity in place

12. 3b. Please share one or two examples that provide "evidence" of how your congregation is meeting the criteria listed for your rating on Governance and Ministries. *

4. Continuous Adaptive Learning "Range of Capacity"

1. The leaders of the congregation do not feel the need to engage in training or seek guidance about how to best run the church. Leaders do not hold each other accountable to their covenantal relationships and leadership responsibilities.
- 2.
3. The leaders of the congregation send new and potential leaders to workshops, leadership school and other training and will occasionally attend such events themselves. There is some accountability among leaders to their covenantal relationships and leadership responsibilities. (E.g. an annual ministry assessment).
- 4.
5. The leaders of the congregation model vulnerability by not pretending to have all the answers and regularly participate in training and learning opportunities. Leaders hold each other accountable to their covenantal relationships and leadership responsibilities on an ongoing basis.

13. 4a. Based on the data presented above, the rating we would give our congregation on Continuous Adaptive Learning is : *

Mark only one oval.

1 2 3 4 5

Low to basic capacity in place High Level of capacity in place

14. 4b. Please share one or two examples that provide "evidence" of how your congregation is meeting the criteria listed for your rating on Continuous Adaptive Learning. *

5. Navigating Change "Range of Capacity"

1. Change is viewed as a threat to the status quo of the institution and resistance is common. Leaders strive to maintain a sense of equilibrium and often make decisions without broader input, seek a technical fix to challenges, and are less adept at managing their own emotional reactivity.
- 2.
3. Change is viewed as inevitable but resistance is still present. Leaders strive to manage anxiety and shift the culture to one more focused on an articulated mission and vision. Leaders seek consensus through healthy communication practices, are able to tolerate an appropriate level of discomfort in themselves and others, and view tolerance to change as an important step in the maturational growth of the congregation.
- 4.
5. The leaders of the congregation model vulnerability by not pretending to have all the answers and regularly participate in training and learning opportunities. Leaders hold each other accountable to their covenantal relationships and leadership responsibilities on an ongoing basis.

15. 5a. Based on the data presented above, the rating we would give our congregation on Navigating Change is: *

Mark only one oval.

1 2 3 4 5

Low to basic capacity in place High Level of capacity in place

16. 5b. Please share one or two examples that provide "evidence" of how your congregation is meeting the criteria listed for your rating on Navigating Change. *

6. Conflict "Range of Capacity"

1. Conflict is avoided at all costs. Leaders attempt to keep everybody happy and smooth things over when things go awry. Leaders may be conflict averse, or may find themselves taking sides. Leaders may also experience other kinds of manipulation by congregants holding inappropriate levels of informal power. Triangulation and parking lot conversations may be a common form of communication.

2.

3. Conflict is viewed as unwelcome but necessary and it is understood that some members may have good reason to avoid conflict. Leaders attempt to manage conflict by creating healthy processes for responding to conflict and providing intentional opportunities to engage in healthy debate over issues. Leaders focus on their own functioning, engage in deep listening, and have an understanding of conflict as a part of healthy system functioning.

4.

5. Conflict and conflict avoidance are seen as a healthy consequence of living in a diverse community where differences are acknowledged and even celebrated. Leaders attempt to engage a variety of identities in the work of the congregation, with the assumption that conflict is a natural process in a relational system and that being able to transform conflict into dialogue is the highest goal. Leaders show gratitude, focus on strengths, seek to understand a variety of viewpoints, and view conflict as an opportunity for discovery and learning through genuine dialogue. Engaging conflict is understood as faith formation, offering strategies and tools for congregants to manage and engage natural conflict that arises in pluralistic community.

17. 6a. Based on the data presented above, the rating we would give our congregation on Conflict is: *

Mark only one oval.

1 2 3 4 5

Low to basic capacity in place High Level of capacity in place

18. 6b. Please share one or two examples that provide "evidence" of how your congregation is meeting the criteria listed for your rating on Conflict. *

7. Diversity, Equity and Inclusion "Range of Capacity"

1. There is a general lack of commitment to diversity, equity and inclusion. Only a few members have attended antiracism, anti-oppression, and/or multiculturalism trainings.
- 2.
3. There is a general commitment to diversity, equity, and inclusion; including a committee or team dedicated to antiracism, anti-oppression, and/or multiculturalism. There is interest in studying the COIC report "Widening the Circle of Concern" and/or the 8th Principle initiative. There is general understanding of the concepts of white privilege, cultural misappropriation and institutional racism.
- 4.
5. There is a strong congregation-wide commitment to diversity, equity and inclusion. The term "white supremacy" to describe the lived experience of BIPOC people is understood and accepted. This has resulted in a large percentage of leaders participating in antiracism, anti-oppression, and/or multiculturalism trainings and, in response, institutional practices, worship, and/or faith development programs have been examined and transformed to dismantle inherent systems of oppression.

19. 7a. Based on the data presented above, the rating we would give our congregation on Diversity, Equity and Inclusion is: *

Mark only one oval.

1 2 3 4 5

Low to basic capacity in place High Level of capacity in place

20. 7b. Please share one or two examples that provide "evidence" of how your congregation is meeting the criteria listed for your rating on Diversity, Equity and Inclusion. *

8. Faith Development "Range of Capacity"

1. Faith development is little understood. Programming is limited and viewed as the purview of religious education staff and volunteers. The goal of leadership is to provide resources that support a system of separate committees that see their work as distinct from one another.

2.

3. Faith development is a vital ministry for all ages within the congregation. Intergenerational events and relationships are valued and learning opportunities for a variety of ages exist. The goal of leadership is to focus resources by intentionally connecting learning and faith development to the congregational mission and by ensuring appropriate staffing levels are in place. Leaders are engaged in spiritual practice and learning to deepen their own skills and to equip them for their work.

4.

5. Faith development is viewed as a natural part of the human experience for all ages, stages and abilities throughout the lifespan. Experiential learning opportunities that encourage and nurture faith development are designed for all ages, stages and abilities throughout the lifespan.

Congregations recognize and celebrate rites of passage and milestone events throughout the lifespan.

The goal of leadership is to work towards a vision of an authentically diverse community where differences in age and stage are explored, honored, and celebrated.

Leaders model a practice of continual learning and actively mentor others.

21. 6a. Based on the data presented above, the rating we would give our congregation on Faith Development is: *

Mark only one oval.

1 2 3 4 5

Low to basic capacity in place

High Level of capacity in place

22. 6b. Please share one or two examples that provide "evidence" of how your congregation is meeting the criteria listed for your rating on Faith Development. *

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