



**Lighting of the Chalice and Opening Words:**

As we gather together for the work of this evening, may we remember the deeper reasons for our meeting: nurturing relationships, encouraging constructive change, acknowledging and guiding into reality the best dreams of this community of faith.

Being desirous of promoting practical goodness in the world and of aiding each other in our moral and religious improvement, we have associated ourselves together, not as agreeing in opinion, not as having attained universal truth in belief or perfection in character, but as seekers after truth and goodness.

**6:45 View and react to recommended carpet sample for Sanctuary**

**& Sign up to host a team membership recruitment table during a February or March Coffee Hour to share what your team does, answer questions, etc.**

**7:00: Opening Reading**

**7:05: Check-Ins**

**7:10: Sharing Respectful Communication Matrix (Appendix A and Statement about MOM Appendix B)**

**7:15 Discussions about responses to the survey**

**8:00 Councils Adjourn, Executive Board Session begins**

**APPENDIX A**

**What does respectful communication look and sound like?**

**Instead of...**

**Try:**

You don't want to do that, do you?	I wouldn't do that because.... But you are in charge of this, and I'll respect your decision.
Expecting people to keep track of multiple ideas/ changes/suggestions sent at different times	Make sure people have the latest version of your ideas consolidated in one place – perhaps in a google file
Why haven't you done this by now?	Is there some way I can help you?
Ignoring someone else's idea	Acknowledge their point of view, even if you don't agree with it. "That may have some merit. Here's what I'm thinking. Let's talk about the advantages of both ideas."

Don't inconvenience me/us by...	I appreciate it when people do this ...because...
You know you should (or shouldn't) . . .	You might consider . . .
Being rigid and believing only your ideas are valid	Being open-minded and listening and considering other opinions and ideas
Reacting in an emotional and reactive way	Pausing, slowing down your breathing, and being calm before responding
Interrupting the other person	Allowing others the opportunity to finish their sentence
Saying whatever pops into your head	Thinking before speaking and considering how your words will make others feel
Criticizing in public	Correcting in private and confidentially
Doing all the talking	Doing more listening
Avoiding difficult conversations by sending emails	Setting up a face-to-face meeting for very important communication and then sending follow-up emails to ensure the message was understood
Putting people on the defense by using a condescending or disingenuous tone.	Fostering an attitude that conveys empathy, concern and compassion
Communicating in a monologue style	Making communication a conversation rather than presenting a long drawn-out lecture
Dismissing other people's feelings	Acknowledging and validating the other person's feelings and needs.
Repeating your own position on a subject	Repeating back what the other person has said

## **APPENDIX B:**

### **Statement on Procedure for Resolving Conflicts:**

Anyone in the church who is having a conflict of interest/disagreement with any leader of UUSG which cannot be resolved in a timely or satisfactory manner should contact the Ministry on Ministries (MOM) Committee for help and resolution. The MOM committee will create a process to resolve the problem and will specify a date when a follow up meeting will be held to determine whether the problem has been resolved. If it is not resolved by the MOM committee, the matter should be taken to the UUSG Board of Directors.