

*As Winchester Unitarian Society staff,
we covenant to bring care, integrity and collaboration
to our relationships and to our shared ministries:*

Care

- We are patient with each other, recognizing the demands of our work at WUS and our lives outside the congregation.
- We respect each other:
 - We follow through on our commitments.
 - We arrive and conclude on time.
- We honor different work styles, temperaments, modes of communication within the group and seek to accommodate one another.
- We commit to being open to honest conversations, even in times of difficulty or conflict.

Integrity

- We speak of each other positively with those outside the staff team.
- We encourage direct communication.
- We give honest feedback, both praise and constructive criticism, so we may all best serve WUS's mission.
- We practice mutual accountability:
 - We are mindful that we are responsible to one another, to the entire staff team and to members of the congregation, not just to those who supervise our work.
 - Full-time staff intentionally represent the needs and perspectives of part-time staff in meetings and decision-making.

Collaboration

- We recognize the ways in which our ministry areas intersect and actively seek opportunities for partnership and collaboration towards a spirit of unity in the congregation.
- We practice transparency, trusting each other by sharing information.
- We all take responsibility in upholding and revisiting our covenant as needed.