

FIRST UNITARIAN-UNIVERSALIST CHURCH OF DETROIT

POLICY AND PROCEDURES

Policy: CIVILITY AND CONFLICT RESOLUTION FOR ALL CHURCH MEETINGS.

[approved by the Governing Board on March 10, 2010]

First Unitarian-Universalist Church recognizes that to live out our principle of believing in the inherent worth and dignity of every person we must establish and adhere to meeting practices that allow all voices to be heard respectfully, to ensure that meetings have an orderly flow and that there are mechanisms in place to either lessen conflict or to deal with any conflict that arises during a meeting.

Conflict in meetings is manifested by loud, argumentative talking, not allowing persons to talk who have been recognized by the chair or the chair not allowing reasonable presentation of facts and opinions, and/or a making derogatory statements or comments about others.

PROCEDURES:

The Board of Trustees of the Church after due deliberation adopts a set of guidelines in order to promote respect for each other and order during meetings and subscribes to the following behaviors:

People will make “I” statements such as “I feel” and/or “I think”, rather than make comments or accusations about other's behaviors or possible motivations.

People will speak one at a time after being recognized by the chair and will stop speaking if requested by the chair.

It is incumbent upon each chair to allow each person present a reasonable period of time to present information or ideas or to designate an alternate venue for such presentation.

People will not shout at one another or be verbally abusive nor make derogatory or insulting statements about other people whether present or not.

Each person attending is entitled to their own thoughts and feelings which are to be respected by those present.

If an attendee is not able to adhere to these guidelines temporarily, he or she will be asked by the chair to leave the room for a short period of time in order to compose themselves.

If a chair is not able to adhere to these guidelines, the next senior person at the meeting will temporarily lead the meeting while the chair composes him or herself.

Any additional guidelines can be added if approved by the majority of those present.

After adoption of a set of behavioral guidelines, these guidelines will be made available for each church-sponsored meeting with the goal of encouraging compliance.