

HeaRT membership policy – (approved December 2023)

- HeaRT will consist of between 4-6 members, including one committee chair, chosen by the members at the beginning of the year, who has completed UUA or regional training. The Board should also appoint a Board or staff liaison to the team.
- HeaRT members should possess the following qualities:
 - ✓ A practitioner of deep listening
 - ✓ Able to manage their own reactivity when under pressure
 - ✓ Able to avoid being triangulated into the conflicts of others
 - ✓ Able to maintain confidentiality of sensitive information
 - ✓ Patient around process and outcomes
 - ✓ Humble about their role as facilitating process, not fixing
 - ✓ Able to see the big picture
 - ✓ Able to hold multiple perspectives
 - ✓ Open to being transformed themselves
 - ✓ Trusted and respected by the community
 - ✓ Sensitive to power inequities and oppression dynamics
 - ✓ Skilled at conflict engagement or willing to learn and specifically to be trained
 - ✓ Well-grounded in Unitarian Universalism (practicing at least 3 years) and a member of UUCB for at least one year
 - ✓ Committed to the mission of the congregation and not a personal agenda
- The minister will consult with the members of HeaRT to nominate new members to the Healthy Relations Team. After being nominated, potential members will review the Discernment form for members of HeaRT, to determine if they wish to serve on this team.
- The Board will make the final appointment of members to the team.
- Members will be appointed by the Board to three-year, renewable terms, with staggered end dates. All members will sign the Healthy Relations Team Member Covenant. New and returning members will participate in continuing group learning opportunities. All team members should complete a UUA or regional training class in their first year.

Discernment Form for Members of HeaRT

1. What is drawing you to serve on the Healthy Relations Team?
2. What gifts and skills do you bring to the work of Healthy Relations?
3. What do you think will be challenging for you in Healthy Relations work?
4. What training or experience do you have in restorative practices, conflict engagement, etc.? (Life experience counts!) In what areas will you need further learning opportunities?

Healthy Relations Team Member Covenant:

I understand that being on the Healthy Relations Team is a sacred trust. I understand that I will receive confidential information and be part of sensitive conversations. I will honor and keep the confidences placed in me. I will approach my work on the team as fairly and compassionately as I can and practice ongoing accountability to the rest of the Healthy Relations Team.

Signed _____ Date _____