

**River Road Unitarian Universalist Congregation
Board of Trustees' Covenant
2021-2022**

Acknowledging and remembering that we are situated on the traditional land of the Nacotchtank and Piscataway people, and on the land on which enslaved African people and their descendants were bought and sold to live and work as property of their White owners, we the members of the Board of Trustees of River Road Unitarian Universalist Congregation covenant with one another to:

1. Honor the enduring presence of Black and Indigenous People of Color on this land, and commit to moving forward in the spirit of reparation, reconciliation and respect;
2. Be in service to the Congregation and its mission through performing our duties to the best of our abilities;
3. Prioritize our commitment to the Congregational community so that Board leadership is our primary focus;
4. Represent what is best for the Congregational community as a whole, regardless of personal inclinations or loyalties;

5. Actively and respectfully listen to others and assume that they bring their best intentions to every discussion;
6. Accept responsibility for informed decisions;
7. Act with integrity, respect confidentiality, and be open about possible conflicts of interest;
8. Respect others' commitments by:
 - Being on time and prepared for each meeting,
 - Committing only to tasks we feel we can comfortably complete, and
 - Responding to Board communications in a timely manner;
9. Support Board decisions once they have been made, showing solidarity by presenting a unified message from the Board; and
10. Strive to create purposeful connections as a covenanted group, reflecting our hopes and goals for River Road Unitarian Universalist Congregation, in accordance with our vision to deepen in community, spirit, and service.