

Conflict management

The following premises are distinctive to our faith, and they matter. We Unitarian Universalists seek

- Not just to affirm and promote in the abstract, but to respect one another's dignity actively, in all our encounters.
 - o Thus, to engage each other caringly and carefully, and not to behave in ways that are intentionally hurtful.
 - o To rely on persuasion rather than coercion.
- To accept one another as growing persons, neither perfect nor "jerks."
 - o Thus, to avoid blaming one another for problems.
 - o To take care not to engage in mind reading or in attributing unsavory motives to others.
- To believe that each of us has some part of the truth and rarely, if ever, does any one of us have the whole or sole truth.
 - o Thus, to speak our truth.
 - o To listen to the truth of our companions.
 - o To welcome, not fear, our diversity.
- To believe that a congregation exists to serve a greater good.
 - o Thus, not to insist only on our own way (my self trumps all others).
 - o To appreciate that there are many pathways and manners of ethical human expression.
- To be responsible agents—that whatever the divine may be, we are its hands.
 - o Thus, not to expect someone to bail us out.
 - o To accept full responsibility for the good or ill of our work together.
 - o To take the initiative when it comes to solving our problems.

Source: New Congregation and Growth Resources

Congregational Services, Unitarian Universalist Association of Congregations

The full document is available at:

http://www.uua.org/documents/congservices/dynamics_conflict.pdf