



Community UCC

Behavior and Communications Covenant
(BCC)



Foundations: Why does CUCC need a BCC?

We aspire to live into our Vision Statement by:

- Providing expectations for healthy communication
- Finding ways forward
- Exploring opportunities to invite the Holy



Vision Statement

CUCC is a Welcoming Community of Spiritual Seekers, with an ever-evolving progressive view of the Holy, that is actively engaged in building a world with justice for all creation.

Approved by the Congregation (August 2021)

NOTE: See full accompanying text for Vision Statement in Appendix & Other Resources



BCC Component: Communication Expectations

Listen first and speak for clarity:

- ▶ Listen deeply to ourselves and others
- ▶ Ask questions before making assumptions, even if it makes us uncomfortable
- ▶ Be persistent in asking for clarity
- ▶ Be aware of our own biases



BCC Component: Communication Expectations

Foster relationship:

- Tell your own story, listen respectfully to others' stories
- Agree to disagree without being disagreeable
- Speak directly and candidly, even when uncomfortable
- Hold appropriate confidences when required



BCC Component: Communication Expectations

Focus on the spirit's leading:

- ▶ Work from our hearts
- ▶ Be attentive to, and curious about, whatever arises in ourselves
- ▶ Accept having more questions than answers
- ▶ Create a sanctuary which offers a safe space for each person to participate with courage as they feel moved



BCC Component: “Living into” the Expectations

Attributes of healthy communication:

- Begin face-to-face
- No pass-through comments¹
- No anonymous comments¹
- No triangulation¹
- Practice self-monitoring (stop and think)
- Rely on healthy communications resources

¹ See Glossary of Terms in appendix



Appendix & Resources



Final Vision Statement 08/2021

CUCC is a Welcoming Community of Spiritual Seekers, with an ever-evolving progressive view of the Holy, that is actively engaged in building a world with justice for all creation.

How is this vision expressed in the life of Community United Church of Christ?

No matter who you are, or where you are on life's journey, you are welcome here:

1. We believe that faith is a part of our conversation, and how we live our lives.
2. We seek to love God, one another, and ourselves, growing together to determine what action is needed to make this happen.
3. We hope always to follow Jesus in loving others in our Beloved Community, to nurture, celebrate, lift up, care for, love and support one another. In this spirit of love and welcome, we seek:
 - a. To walk with one another, no matter where we are on life's journey.
 - b. To accept having more questions than answers.
 - c. To create a sanctuary which offers a safe space for each person to participate with courage as they feel moved.
 - d. To welcome questions that may make us uncomfortable.
 - e. To support everyone's spiritual journey with thoughtful exploration rather than providing simple answers.
 - f. To not judge one another, as we all face life's difficult challenges, but to instead challenge one another to be our best selves.
 - g. To create community as a fellowship of sojourners.
 - h. To continue to explore diversity and how to best live being diverse.
 - i. To continue to find creative ways to reach out in person to others in our broader community.



We Seek to Follow Jesus' Leadership in Loving Mercy and Doing Justice by:

1. Loving mercy and doing justice, to unselfishly love others while at the same time encouraging them to do the same.
2. Seeking to bring God's mercy and grace to all as we actively work toward social justice within the local community, our state, country, and the world.
3. Striving to be of service by working to understand the issues deeply and to compassionately develop actions to truly help.
4. Seeking to contribute to a more just and merciful world through societal issues in which we are involved: Climate Change; Systemic Racism; Just World Peace; Affirmative Gender identity; Sexual Orientation; Economic Inequality; Indigenous Peoples rights.

Our "origin story":

Historically, we have thought of ourselves as the "little church on the hill". Over time, we have grown to where we honor that past, and boldly move into the future. As we spread our influence out into the digital space, we aim to find creative ways to connect with each person who accesses CUCC's offerings. At the same time, we strive to strengthen the personal in-person activities that have always provided our members with a strong sense of community, of belonging to an extended family.



Glossary of Terms

- ▶ **Anonymous Comments:** (1) Judgmental statements intended to make the recipient defensive or feel inadequate. (2) False “best interest” comments designed to manipulate the recipient. (3) “Everyone thinks” and “a lot of people are saying” comments calculated to grab power in the system.
- ▶ **Pass Through Comments:** When a person holding a concern lacks confidence in expressing the concern directly, or is being helpful, or expedient. They recruit a messenger. Often the message is reported incorrectly, or is edited or embellished, and the messenger is now invested in the message.
- ▶ **Triangulation:** A tactic where one person will not communicate directly with another person, instead using a third person to relay communication to the second, thus forming a triangle.

