

First UU Austin Philosophy of Governance

Governance at First UU Church of Austin shall support our shared ministry, reflect our UU principles and release the full potential of our people.

To do so, our elected, representative Board of Trustees will engage in ongoing, meaningful conversations with members of the church (and others to whom we are accountable) to continually focus the work of the board on our shared values and purpose.

The board will govern in a manner that:

- Clarifies accountability, authority and responsibility so that staff and volunteers are empowered to reach their full promise in pursuit of our shared purpose;
- Is flexible and always improving;
- Encourages creativity and examining the bigger picture;
- Strives for excellence but recognizes that true excellence is often a stepwise process of continual monitoring and refinement;
- Strongly connects the congregation and leadership;
- Focuses on governing by policy;
- Keeps the board in covenant with one another and with the congregation

Board Covenant

As servant leaders of the congregation, we the Board covenant with one another to:

- ~ Frame all of our activities with mindful regard for the church's mission and vision.
- ~ Respect our time together by being focused, prepared and timely.
- ~ Engage with one another and our work by
 - being present and participating,
 - listening to one another,
 - and supporting one another's leadership.
- ~ Communicate clearly by,
 - seeking to understand one another,
 - addressing concerns directly with one another,
 - and, at the end of our discussion, speaking with one voice.
- ~ Encourage our personal and collective health by
 - showing compassion and support to one another,
 - respecting boundaries and limits,
 - and enjoying each other's good humor,
- ~ Conduct ourselves openly and respectfully in times of agreement and disagreement,
 - keeping confidentiality when it is requested,
 - and agreeing to be called back into covenant.