



HCT

HEALTHY CONGREGATION TEAM
Buckman Bridge Unitarian Universalist Church

To foster a healthy community with an open and safe environment, guided by our Mission, to be accountable to our Covenant of Right Relations, and to live as best we can our Unitarian Universalist Principles.

What is the work of the Healthy Congregation Team?

The primary work of the team is to promote the emotional health of the congregation through education and training in the following areas:

- Healthy Conflict and Conflict resolution
- Listening skills
- Covenants and right relationships
- Healthy (nonviolent) communication skills
- Restorative Justice

Other work may include:

- Training and developing process observers for the congregation
- Appreciative Inquiry training
- Guiding the congregation through the process of re-visiting our Covenant of Right Relations, and developing a Congregational Covenant
- Develop and implement policies and procedures for a healthy congregation, including respectful relations, grievances, disruptive behavior, conflict resolution
- Create a Congregational Code of Conduct
- Recognition that some situations may require referral to outside resources



What the HCT does:

- Promote the well-being and emotional safety of our community.
- Serve as a conduit and resource to help all of us understand how to create right relations.
- Provide assistance with early intervention and facilitating escalated conflict.
- Develop and employ processes for managing conflicts that might threaten or have an adverse effect on the congregation's ministry, addressing unhealthy conduct, and disruptive behavior.
- Create a process for handling grievances.
- Work with other leaders and committees to ensure a safe congregation
- Develop a process for reconciliation between individuals or groups of individuals and the congregation as a whole.

What the HCT does NOT do:

- Act as the congregational police.
- Fix every conflict or problem among members.
- Accept anonymous grievances.
- Change church policies or procedures.

How do I contact the HCT?

You may contact any member of the HCT in person, by email or by telephone. Contact information can be found in our member directory through Breeze, our membership database. You can also contact the Team by email at hct@bbuuc.org.

A Healthy Congregation Team:

- Can help change our understanding of conflict
- Provides healthy conflict training for the congregation
- Makes the services of the team available to members
- Helps the congregation speak openly and honestly

This is the Covenant of Right Relations that we created as a congregation.

By honoring our Covenant with one another, we can realize a Healthy Congregation's Vision:

Spiritually mature, culturally competent, non-anxious people living conflict as a faith formation opportunity and normal part of religious community and the human journey.

Buckman Bridge Unitarian Universalist Church Covenant of Right Relations

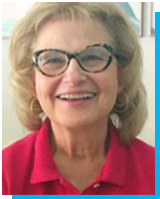
In order to foster a healthy community with an open and safe environment, we the members of the Buckman Bridge Unitarian Universalist Church do hereby covenant to:

- Practice gentleness and kindness with one another,
- Speak respectfully and honestly,
- Know that we will sometimes disagree, so do so in the spirit of equity; do as much as possible to reach a mutually acceptable solution,
- Practice fair treatment and respect differences,
- Address issues and behaviors rather than people and personalities,
- Speak personally and privately with one another about concerns or disagreements, avoiding gossip and indirect communication through another person,
- Acknowledge the spirituality of the community, maintaining a sacred focus,
- In the midst of conflict, keep perspective – take a breath,
- Seek denominational or professional help for resolutions when needed, and
- Trust and use this covenant.

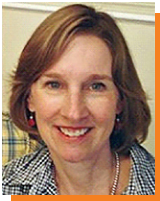
(ADOPTED SEPTEMBER 25, 2005)



Manny Andrade is a life professed Franciscan Friar. He holds a degree in Sacred Theology, received Deaconal Orders in 2000 and was ordained a Priest in 2003 in the American Catholic Church. He has been a Social Worker serving communities living with HIV in NY, VA, ME and FL since 1989. Manny married Rusty Turner in 2016. He has been a member of BBUUC for the past seven years, and also a regular speaker.



Helen Meatte has been a Unitarian Universalist since 1980, both in St. Louis and in Jacksonville. She became a member here in 2018. Widowed after a 43-year marriage, Helen has two adult children and four grandchildren. She is retired from a 40-year career in art education with her last position teaching studio art and art history at Bolles School. She holds degrees in art history, art education and aesthetic education. Helen is a volunteer extroirdinaire, leading tours at the Cummer Museum of Art and Gardens. She also gives her time to volunteering at local hospitals and schools.



Ellen Miceli has been a member here since 1993. She has been married to Pat Miceli since 1995 and is the proud mother of two sons and two stepsons. She also has seven grandchildren and one great-grandchild. Ellen retired in 2013 from a nursing career that spanned over 30 years, most recently at Mayo in Jacksonville. She has served in many capacities here at BBUUC, including a long run on the caring committee. She served as a Board Trustee, committee chair, and loves to be a part of the Prayer Shawl affinity group.



Linda Mowers is a 5th generation Unitarian Universalist and a charter member of this congregation. She has served as President for seven terms, and in many other leadership roles throughout the years. Linda attended Florida District Leadership School in 1999 and has enjoyed a deeply meaningful relationship with this church and the people in it. She considers BBUUC her oasis and extended family. Linda is a graphic designer by trade and has worked for thirty years as an art director for a printing and marketing company. She is the daughter of Frances Kennicutt and the wife of Barry Mowers, who are also BBUUC members.



Dr. David Rulison is retired after a career as manager of environmental control technology development in the petrochemical industry. He discovered he was a UU in 2003 and became a member of BBUUC in 2004. Since then he has served on the Worship Committee and the Caring Committee as well as serving as Board President. His spiritual path is that of a mystic and he is a member of the Ancient Mystical Order Rosae Crucis, aka the Rosicrucians.



Madeline Sims has been a member of BBUUC since February 2013. Upon joining she hit the ground running. She has been part of a Young Adult Group, and stepped into Public Relations leadership and plays a key role in publishing the Journey and social media. She has served on Stewardship, and has held the Board position of Secretary. Madeline has a Master's Degree from the University of Alabama in Library and Information Studies, and works for Florida State College at Jacksonville as Library Technical Services Program Coordinator. She used her skills to create our own library here at BBUUC. Madeline married her husband Jeff Volpe in July of 2017.

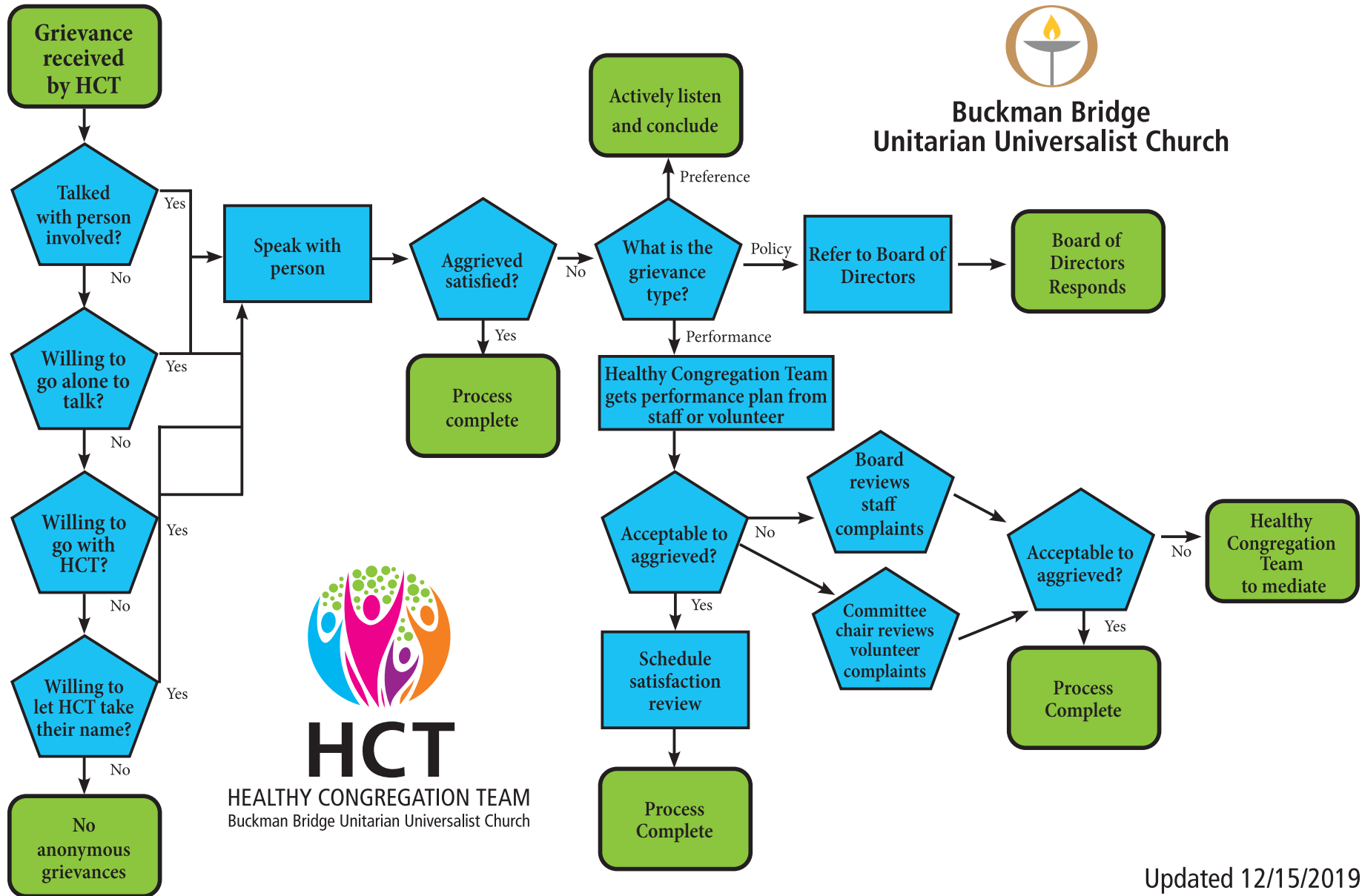
Who makes up the Healthy Congregation Team?

- Made of four to six members with overlapping appointment/terms
- Comprised of members who are respected within the congregation, spiritually
- Mature, culturally competent, and non-anxious
- Experienced as Unitarian Universalists
- Skilled in dispute management or willing to receive training
- Known for an ability to listen and maintain confidentiality

Respectful Relations Grievance Process



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