



**CARBONDALE UNITARIAN FELLOWSHIP**  
FREEDOM OF THOUGHT, SPIRITUAL GROWTH, AND  
ETHICAL LIVING FOR ALL—**BRING YOUR AUTHENTIC SELF.**

**Healthy Congregations Team Mission:**

to help the congregation create a culture of covenant so that we practice faithful communication and creative conflict based on values of equity and consent.

We fulfill our mission in these ways:

- Tend to the covenant by articulating and modeling its practice
- Provide training and other low-anxiety/high-learning opportunities around covenant and conflict
- Model and coach creative conflict
- In low level conflict, create brave spaces around the tensions where people can move from defensiveness toward resolution
- When conflict does become more heated, offer opportunities for deep listening and restorative processes.